City of Albuquerque

Department of Family & Community Services Division of Behavioral Health and Wellness

Request for Proposals from Non-Profit or Governmental Agencies for Social Services and Behavioral Health Services for Fiscal Year 2021

RFP Number: RFP-DFCS-BHW-19-01

REQUEST FOR PROPOSALS

Contents:

1.0	Background
2.0	Purpose
3.0	Administrative Requirements
4.0	Outcome Measures and Scope of Work
5.0	Eligible Responders
6.0	Eligible Beneficiaries
7.0	Technical Assistance
8.0	Instructions for Completing Application
9.0	Compliance with Social Services Contract Procurement Rules and Regulations
10.0	Submission Process
11.0	Proposal Checklist

1.0 Background

The City of Albuquerque has established priorities for funding and they include the following goals:

Goal 1: Human and Family Development: People of all ages have the opportunity to participate in the community and economy and are well sheltered, safe, healthy, and educated.

Goal 2: Public Safety: The public is safe and secure, and shares responsibility for maintaining a safe environment.

The Department of Family and Community Services mission is to provide quality health and social services, housing, recreation and education to improve the quality of life for the entire Albuquerque Community.

In addition, the Department of Family and Community Services has established a priority to fund projects that address the Social Determinants of Health to achieve greater well-being and equity for all. Substantial evidence confirms the link between social, economic and physical conditions and health outcome disparities. Social Determinants of Health include access to healthcare services, availability of services to support housing and behavioral health stability, lifelong education options, public safety and social services¹.

¹ U.S. Department of Health and Human Services. Healthy People 2020 "Social Determinants of Health." 2015

The City of Albuquerque Department of Family and Community Services adopted a process to solicit and review project proposals through the promulgated rule update October 10, 2019, as specified in the <u>Social Services Contracts Procurement Rules</u>. Funds for projects in this RFP are subject to final approval of the City Council and availability of City General Funds and where applicable, receipt of state and/or federal grant funds.

1.1 City Acknowledgement of Federal Funding

A contract awarded pursuant to this RFP will include federal funds as follows: (1) 0% (\$0) of the total program or project costs financed with federal funds, and (2) 0% (\$0) of the total costs financed by non-governmental sources. If the percentage of federal funds that makes up the total program or project costs is greater than 0%, please prepare and attach APPENDIX #13.

2.0 Purpose

The purpose of this Request for Proposals (RFP) is to solicit innovative and effective proposals from qualified non-profit and government entities interested in providing services that lead to improved outcomes for youth who are at-risk of, or have a documented history of gang involvement, or association to delinquent/criminal groups, history of engaging in delinquent behaviors, violence, including but not limited to, violent crime and/or gun violence. Offers will be expected to measure and report how proposed activities will improve the following outcomes described in Section 4.0: 1) Increase Behavioral Health Stability, 3) Increase Public Safety, and/or 4) Increase Individual and Family Resilience.

This RFP is structured to provide a description of the problem and describe why it is important to provide services, yet does not specify required program models or other directives about how these services are to be provided. Instead, Offerors are encouraged to propose solutions to this community issue, providing an opportunity for innovation and collaboration to develop services that may not already exist in the community.

Proposals will be accepted until **4:00 pm on Tuesday**, **November 26**, **2019**, and are to be submitted to:

Office of the City Clerk Plaza del Sol 600 2nd Street NW 7th floor Albuquerque, NM 87102

3.0 Administrative Requirements

Potential responders to this RFP are strongly advised to become familiar with the content of the most current version of the publication entitled "<u>Administrative Requirements for Contracts</u>

<u>Awarded under the City of Albuquerque, Department of Family and Community Services</u>

<u>Social Services Program</u>" (hereinafter referred to as the "Administrative Requirements"). The publication contains uniform administrative rules for contracts awarded pursuant to the

Department's Social Services Program. Contractors are expected to understand and comply with all applicable rules contained within the publication.

The Administrative Requirements and Procurement Rules are available online on the Department's website at https://www.cabq.gov/family/documents/administrative-requirements-coa-family-and-community-services-july-2019-noosp.pdf. A printed copy can also be obtained, Monday through Friday, between 8:00 a.m. and 5:00 p.m., at the City of Albuquerque, Department of Family and Community Services, 5th floor, Room 504, Old City Hall, One Civic Plaza, Albuquerque, New Mexico 87102.

Certain priority areas detailed below may also be required to comply with applicable sections of the most recent version of the <u>Albuquerque Minimum Standards for Substance Abuse Treatment and Prevention Services</u> (hereinafter referred to as the "Minimum Standards"), depending on the proposal. Contractors are expected to understand and comply with all applicable rules contained within the publication. A printed copy can also be obtained, Monday through Friday, between 8:00 a.m. and 5:00 p.m., at the City of Albuquerque, Department of Family and Community Services, 5th floor, Room 504, Old City Hall, One Civic Plaza, Albuquerque, New Mexico 87102.

4.0 Scope of Work Statement: Description of the Problem for Services to Prevent/Address Gang Involvement and Youth Violence

4.0.1 Applicable Department Outcomes

The purpose of this Request for Proposals (RFP) is to solicit innovative and effective proposals from qualified non-profit and government entities interested in providing services that lead to improved outcomes for youth who are at-risk of, or have a documented history of gang involvement, or association to delinquent/criminal groups, history of engaging in delinquent behaviors, violence, including but not limited to, violent crime and gun violence. Offers are expected to collaborate when possible and the target population overlaps with a prospective City Violence Interruption Project, and respond to real-time data released by the City, as well as measure and report how proposed activities will improve the following outcomes described in this Section: 1) Increase Behavioral Health Stability, 3) Increase Public Safety, and/or 4) Increase Individual and Family Resilience. Potential service components are described below.

4.0.2 Problem-Based Offer

This RFP is structured to provide a description of the problem and describe why it is important to provide services, yet does not specify required program models or other directives about how these services are to be provided. Instead, Offerors are encouraged to propose solutions to this community issue, providing an opportunity for innovation and collaboration. Offers may include creation of a new initiative.

4.0.3 Department Outcome Measures

The City of Albuquerque is focused on improving the well-being of all people and has identified racial equity as a priority goal to address longstanding, racially disparate economic and social

outcomes. In addition, the Department of Family and Community Services prioritizes investment in services that can demonstrate improved outcomes related to the customer's needs.

The City of Albuquerque Department of Family and Community Services is committed to providing cost effective services that will improve the well-being of participants and Albuquerque as a whole. Respondents will be required to participate in evaluation activities that will be designed to protect individual privacy and aligned with the service delivery.

The Department of Family and Community Services has established a priority to fund projects that lead to improved outcomes to 1) Increase Behavioral Health Stability, 2) Increase Housing Stability, 3) Increase Public Safety, 4) Increase Individual and Family Resilience, and 5) Seniors are Able to Age with Dignity. This involves a focus on addressing the Social Determinants of Health to achieve greater well-being and equity for all. Substantial evidence confirms the link between social, economic and physical conditions and health outcome disparities. Social Determinants of Health include access to healthcare services, availability of services to support housing and behavioral health stability, lifelong education options, public safety and social services. Entities contracting with the Division of Behavioral Health and Wellness may be expected to collect Social Determinants of Health data in a uniform manner to inform the City and public on unmet needs that need attention and aggregate progress of city-funded services.

4.0.4 Explanation of Outcomes

While the Department has a focus of five outcomes, the three that are expected to be targeted by this RFP are detailed below:

Increased Behavioral Health Stability: People who have otherwise experienced substance use and/or mental health disorders are actively engaged in services that address their identified needs and have reduced or eliminated the utilization of crisis services, are able to maintain employment and have increased daily functioning in the community and at home.

Possible indicators of progress during the service period may include:

- Progress on individual treatment plans
- Progress and completion of education and/or training
- Increase of stable employment and income
- Obtainment of supportive housing with case management
- Reduction of crisis events and utilization of crisis services (metrics include 911 calls, emergency and inpatient hospital use, detox services, or interactions with the criminal justice system).

Increased Public Safety: Adult and/or juvenile criminal justice system involvement is reduced or eliminated for people who have otherwise been arrested, incarcerated or court involved.

Indicators of progress during the service period may include:

- Reduction of interactions with the criminal justice system (metrics include 911 calls, arrest, juvenile court referrals, court involvement, incarceration)
- Increase in compliance with juvenile time waivers, juvenile probation, adult probation and/or parole
- Increase in employment and educational attainment
- Reduced perpetration of violence
- Increase in skills for constructive conflict resolution practices in lieu of violence

- Reduction in the number of suspensions/expulsions from school
- Reduction in the number of youth dropping out of school

Increasing Individual and Family Resilience: Individual and family resilience refers to the functioning of the individual/family system in dealing with adversity. The individual/family becomes able to withstand and rebound from disruptive life challenges, becomes strengthened and more resourceful.

Indicators of progress during the service period may include:

- Increase in family employment and income
- Increase in food security
- Increase in pay equity
- Reduction of domestic/family violence or maltreatment
- Increase of community services such as out-of-school-time enrichment activities
- Increase skills and knowledge around gun safety

Community Building

In addition to the above outcomes, the City is dedicated to helping all our residents and neighborhoods to be their best selves. Contractors are expected to engage with the community and build productive relationships with their neighbors as they provide services to improve outcomes for all of Albuquerque.

4.1 Scope of Services to Prevent/Address Youth Involvement in Gangs/Delinquent Behavior Criminal Involvement and Violence

The City of Albuquerque Department of Family and Community Services will allocate up to \$733,000 for proposed Projects aimed at filling in gaps of service to prevent and address gang/delinquent behavior, criminal involvement, violence and criminal acts perpetrated by children/youth/young adults through age 24.

Offers will be evaluated on how the proposed project will effectively respond to immediate referrals from outside entities, and/or serve children/youth who exhibit high-risk indicators. High-risk indicators may include, but not be limited to, engagement in gun-related violence, perpetration of violent acts that result in violent injury and/or hospitalization, school suspensions in elementary/middle school, violent behavior resulting in school infractions/juvenile justice referrals, repeat cases of child maltreatment, alcohol and drug use and/or other indicators. Evidence of effectiveness of the proposed service(s) will contribute to the evaluation score of an Offer, such as demonstrated results of current agency services or through implementing to fidelity, a model with verified evaluation results.

Based on the information provided in this RFP, Offerors are encouraged to propose an initiative that targets children/youth/young adults through age 24 with a service(s) to increase skills and practices for engagement in positive activities, and to decrease violent behavior to improve individual resilience, improve public safety and/or improve behavioral health stability. Such services may include, but not be limited to: case management, including interactions with client

² Applying a Family Resilience Framework in Training, Practice, and Research: Mastering the Art of the Possible, By Froma Walsh PhD, University of Chicago; <u>Family Process</u> 55(4):616-632 · December 2016 DOI: 10.1111/famp.12260

and family and case consultations; behavioral health therapeutic services and psychosocial education; on-site/home-based interactions with the client and their family; employment and education support; crisis response; violence interruption/street outreach; juvenile justice process compliance; services to support young adults in probation/parole compliance; and/or hospital-based violence intervention.

The structure of the Offer is found in Section 8.3 and will be scored according to criteria in Section 9.

Service Framework

Offerors are encouraged to describe how the proposed project will address service framework components such as:

- <u>Prevention and/or Intervention.</u> Describe how the proposed project will focus on prevention and/or intervention in the context of the brief definitions shown below.
 - Primary Prevention —intervening before negative effects, or engagement in criminal activities.
 - Secondary Prevention—screening to identify involvement in criminal or violent activities, before negative ramifications.
 - Intervention— working with individuals already engaged in criminal activities/violent acts.
- <u>Data-Driven Analysis</u>. Describe the evidence of the proposed service will improve the specified outcome for the proposed target population.
- Racial Equity and Cultural Competence. Describe how the proposed services and activities will incorporate practices that promote cultural competence and racial equity as it directly relates to the proposal's target population.
- Addressing Symptoms and/or Underlying Causes. Describe how the proposed services and activities will focus on addressing the symptom and/or underlying cause of youth violence to attain sustainable results.

Coordination and Collaboration

Offerors will be expected to coordinate with governmental/quasi-governmental entities to provide services to targeted sub-populations. Offerors are encouraged to describe tactics for coordinating with State or Local entities to accept referrals of youth/young adults to serve. Entities may include, but are not limited to, City Departments involved in the City of Albuquerque Violence Interruption Project, State Agencies involved in child protective services and juvenile justice, (such as CYFD), the Court System (District or Metro), and/or a public school at which a student is/was enrolled, (such as an APS school or public charter school).

4.2 Background

The impact of youth-involved in violence, gangs and/or delinquent sub-groups reaches further than the victims and their families. Unfortunately, in the recent month of September 2019, five teenagers were shot and killed in the city. Addressing this issue is complex, and the City invites community partners to offer an effective response through this RFP.

Many Albuquerque children/youth are vulnerable to be drawn into violent groups and a web of activities that do not support productive and healthy lifestyles. The data provided in this section

provides information resources and a context to identify risk factors to address in the Offer to prevent/address youth involvement in harmful behaviors and violence.

Addressing this issue is complex, and the City invites community partners to offer an effective response through this RFP.

The data provided in this section provides information resources and a context to identify risk factors to address in the Offer to prevent/address youth involvement in destructive behaviors and violence.

4.2.1 Problem Analysis: Underlying Causes and Risk Factors

Youth Risk and Resiliency Survey

Youth in grades	9-12 in Be	rnalillo County	Repoi	rted in 2017:		
Carried	Carried a gun in the past 30 days					
Feeling hopeles		sadness	or	35.9%		
Serious	ly consider	red suicide		18.5%		
Attempt	ed suicide			9.6%		
Use coo	aine			4.6%		
Use pair	killers to go	et high		6.2%		
Use here	oin			2.6%		
Use Met	hamphetam	nines		2.6%		
Use inha	lants to get	high		4.6%		

Source: NM Youth Risk and Resiliency Survey, NM DOH, NM PED, US CDC, 2017

The Youth Risk and Resiliency Survey (YRRS)³ is a resource to identify trends among high school students. The survey is conducted in the fall (odd-numbered years) among public high school students in grades 9-12. The NM YRRS collects self-reported data on protective factors and risk behaviors that contribute to the leading causes of death, disability, and social problems among youth and adults. This data describes both constructive resiliency factors (parent support of school and success) and negative risk factors (carried a gun, uses drugs).

4.2.2 Underlying Causes – Addressing the Root of the Problem

Numerous studies have demonstrated the connection between adverse childhood experiences ACEs) and PTSD with later criminal behavior and substance use disorder.

Indicators of risk for violent behavior

Evidence shows that adverse childhood experiences (ACEs) are associated with youth and adult criminality. Three out of four (76%) of detained young women and more than half (56%) of detained young men experienced between six and nine adverse childhood experiences (ACEs). Approximately three out of four (74%) were part of a report to child protective services. This rate is significant given that the U.S. CDC reports that history of four or more ACEs significantly increases the risk for lifelong negative health and well-being outcomes. A national study of adult criminal offenders reported nearly four times as many adverse events in childhood than non-

³ Data is collected by the New Mexico Department of Health (NM DOH) and the New Mexico Public Education Department (PED), with assistance from the Center for Health Promotion and Disease Prevention (CHPDP), UNM, and the Centers for Disease Control and Prevention (CDC).

⁴ Cannon, Y; Davis, G; Hsi, A., et al; Adverse Childhood Experiences in the New Mexico Juvenile Justice Population, New Mexico Sentencing Commission, February 2016,

offenders. Results from both studies suggest that in order to decrease criminal recidivism, treatment interventions must focus on the effects of early life experiences.⁵

Maltreatment

The Offeror may propose services to fill service gaps for children who were subject to maltreatment but may not be getting services critical to establishing a sense of safety and connection to caring adults. For instance, as shown in the two tables below, a number of children are subject to repeat episodes of substantiated maltreatment and many do not receive interventional services. Sixteen percent of maltreatment cases involve a child who was subject to a substantiated maltreatment investigation within the previous year. Even foster care is no guarantee of safety as an estimated 17 Bernalillo County children in foster care may have an incidence of substantiated maltreatment. (CYFD 360 County Profile, Table O13).

Child Maltreatment Investigations: Bernalillo County, April 1, 2018 - March 31, 2019

	One-Year Total	Quarterly
		Average
Accepted Reports	7,371	1,843
Substantiated Maltreatment	1,592	398
Repeat Maltreatment Within 12 months	255	64*

Source: CYFD 360 County Profiles, Bernalillo County SFY2019 3rd Quarter

Dispositions for Substantiated Maltreatment Cases, 3rd Quarter FY19, January 1- March 31, 2019

Bernalillo County	Portion of Substantiated	Calculated
Investigation Dispositions	Maltreatment Cases	estimate
Community services	51%	32
No Additional Services	13%	8
Family declined services	6%	4
Family services/treatment	6%	4
Children Placed in Care	7%	62*

Source: CYFD 360 County Profiles, Bernalillo County SFY2019 3rd Quarter, (calculated by multiplying the % substantiated case disposition in Table E13 * number of Q3 substantiated cases in Table A13) (*calculated by multiplying the % in Short Stays" Table J13 * Q3 Entries to Foster Care Table G13.

School Suspension/Expulsion

An important risk indicator for engaging in delinquent/violent activity is school suspension. A study of APS suspensions and infractions shows that while middle school students account for the largest proportion of suspensions, the most dramatic increase has been among kindergarten through third grade between 2010 and 2015.⁶ The number of suspensions for high school is lower than middle school because many of those students are no longer enrolled in school.

^{*}Calculated by multiplying the average rate (16%) in Table F13 * substantiated maltreatment in previous 12 months

⁵ Reavis, J, Looman, J; Adverse Childhood Experiences and Adult Criminality: How Long Must We Live before We Possess Our Own Lives? Perm J. 2013 Spring; 17(2): 44–48. doi: 10.7812/TPP/12-072

⁶ Montoya, H., Kappy, W., et al; Suspensions and Infractions, A Five-Year Overview, Albuquerque Public Schools Office of Accountability and Reporting, 2016

APS reports that during the 2017-2018 school year, there were 5,716 out-of-school suspensions.

	Elementary	Mid-School	High School	Other
Out-of-School	1,072	2,467	1,730	304
Suspensions				

Source: APS STARS data reported to NM PED for 2017-2018 school year

Infractions behind out-of-school suspensions for elementary school students are shown in the table below. Important to this RFP, out-of-school suspensions resulted from 33 children engaged in gang activity, 11 for possession of a firearm at school, 801 for assault and battery, 10 for possession of drugs/paraphernalia, and 132 for bullying and harassment. The Offeror may determine whether this data indicates a risk factor for these particular children.

Elementary School Student Infractions Related to Out-of-School Suspensions

Eleliteriteri y derio di dite	receite intinecen	orio ricitivo.	to our or ourse.	or e die p eriorerie		
Gang-Related	Firearm	Assault	Use or	Bullying and	Other	vandalism
Activity		and	Possession of	Harassment	violence	
		Battery	Drug			
			Paraphernalia			
33	11	801	10	132	36	35

Source: APS STARS data reported to NM PED for 2017-2018 school year

Bringing a firearm/deadly weapon to school is a serious offense and must result in expulsion from school under federal and state law. APS policy aligns with the federal law in requiring expulsion of a student for one year unless waived by the Superintendent on a case-by-case basis. New Mexico law requires that law enforcement be called and the student may be taken into custody under New Mexico law. In the 2010 APS study covering five years of data, there were a total of 147 gun infractions, with an incidence over-represented by Hispanics and African Americans. [APS, 2016] During the 2017-2018 school year, 50 APS students were suspended for firearm possession (40 suspended for possession of a weapon). 211 youth were suspended for gang-related activity.

2017-2018 School Year in APS – Sub-set of Infractions Across All Age Groups

		<u> </u>	
Infractions	Possession of a	Possession of a	Gang-Related
	Firearm	Weapon	Activity
Number of Students	50	40	211

Source: APS STARS data reported to NM PED for 2017-2018 school year

Youth Involvement in Juvenile Justice System

The information shown below, the most recent available data from CYFD regarding juvenile justice system involvement for youth under age 18 in Bernalillo County. During FY2018,

⁷ APS Student Handbook, page 17 https://www.aps.edu/service-center/documents/aps-student-handbook.pdf

⁸ New Mexico Revised Law, Chapter 32A Article 2 [32A-2-33NMSA 1978]

⁹ U.S. Department of Education Gun Free Schools Act U.S. Code § 7961. Gun-free requirements Sec. 4141 (b) (1) https://www2.ed.gov/policy/elsec/leg/esea02/pg54.html

¹⁰ FY2018-2019 New Mexico Juvenile Justice Services Annual Report, County Appendix, obtained from CYFD 10/9/2019]

1,367 youth under age 18 were had a delinquent referral, the majority of whom were ages 14 to 18. The table below shows the break-out by age group.

Delinquent Referrals, Bernalillo County FY18

· ·	D 1111	~ ·
	Bernalillo	Portion
	County	
Under age 10	7	1%
Age 10-11	57	4%
Age 12-13	255	19%
Age 14-15	459	34%
Age 16-17	589	43%
Total	1,367	100%

Source: NM CYFD FACTS Data System, FY18 Bernalillo County

Subset of FY2018 Offenses for Delinquent Referrals for Youth Under Age 18 in Bernalillo County (one person may have multiple offenses per referral)

	Number of	Portion of all
	Offenses	Offenses
Battery	235	21%
Battery (hh member)	232	21%
Aggravated Battery (Deadly Weapon)	48	4%
Aggravated Assault (Deadly Weapon)	87	8%
Use or Possession of Drug Paraphernalia	89	8%
Subtotal	691	

Source: NM CYFD FACTS Data System FY18 Bernalillo County

• Of the 1,367 delinquent referrals, 16 youth (1%) were committed to a CYFD or other detention

Subset of Juvenile Justice Probation Violations for Youth Under Age 18 in Bernalillo County

Probation Violations	
Alcohol/Drugs	82
Weapons	15

Source: NM CYFD FACTS Data System FY18 Bernalillo County

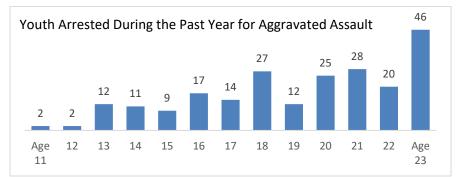
4.3 Violent Crime Involving Youth

- In 2015, homicide was the third leading cause of death among adolescents and young adults 15-29 years [NMDOH IBIS, 2016]¹¹ with a homicide rate of 7.9 per 100,000 people.
- APD data for 2019 regarding shootings involving youth through age 24 shows that 218 youth were victims of shootings and 87 youth were suspects of shootings.¹²
- For the previous year, (October 1, 2018-September 30, 2019) there were 968 youth under age 24 who were victims of an aggravated assault. 299 youth were known suspects in an aggravated assault and another 490 were presumed suspects under age 24. During this same time period, 225 youth were arrested for aggravated assault, with 23 year olds having the highest rate of arrests comprising 20% of those arrested in the last year.

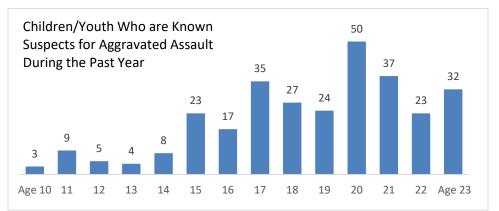
¹¹ Data accessed October, 2019 from https://ibis.health.state.nm.us using the most recent available data

¹² APD Crime Analysis Unit, Real Time Crime Center, October 11, 2019

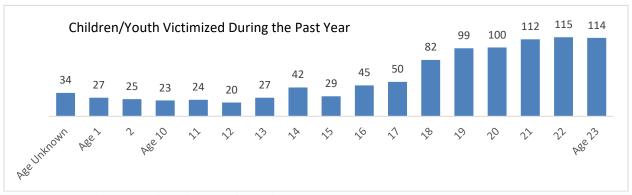
• The tables shown below provide statistics for the most recent twelve months of APD involvement with violent acts that were perpetrated by or to people under age 24. The tables detail the ages of children/youth/young adults who were arrested for aggravated assault, known suspects for aggravated assault and victims of violence over the past year.



APD Crime Analysis Unit, Real Time Crime Center, October 1, 2018 – September 30, 2019



APD Crime Analysis Unit, Real Time Crime Center, October 1, 2018 – September 30, 2019



APD Crime Analysis Unit, Real Time Crime Center, October 1, 2018 - September 30, 2019

Indicators of risk for joining a gang or criminal group¹³ Risk factors for joining a criminal group are assessed in five domains: individual, family, school, peer group, and community (see text box). Studies show that a number of risk factors add to the propensity for a youth to join a criminal group and that youth with risk factors in multiple domains are 40% more likely than risk in one domain.¹⁴ Measurable indicators of risk include early delinquency (elementary school), troubled home environment (e.g., drug/alcohol abuse, domestic violence), unhealthy school climate (victimization) unsafe community environment (prevalent gun use, violence, drug trafficking). From one-fourth to one-third of disruptive children are at risk of becoming child delinquents, and about one-third of all child delinquents later become serious, violent, and chronic offenders. [Loeber and Farrington, 2001]

Substance Use Disorder and Drug Trafficking

Patients with PTSD have been shown to be up to 14 times more likely than patients without PTSD to have a substance use disorder. (Chilcoat & Menard, 2003; Ford, Russo, & Mallon, 2007) Adding to this complex relationship, withdrawal from substances may closely mimic some symptoms of PTSD (e.g., sleep disturbance, difficulty concentrating, feelings of detachment, irritability) and contribute to a reinforcing cycle of self-medication that fosters the development of a substance

Risk Factors for Youth to Join Gangs Five Domains

- Individual: aggressive/reactive behavior starting at a young age (e.g., elementary school), e.g., acting out, antisocial beliefs/behavior (aggression, violence)
 Drug/Alcohol use, Mental Health issues,
 Victimization (maltreatment), Negative Life Events (ACEs, school suspension/expulsion)
- Family: maltreatment, multiple family transitions, poverty, diminished family bonds, gang involvement
- School: low connectedness to school (sanctions/suspensions/expulsions, referral to juvenile court), negative/unsafe school climate
- Peer Group: associating with peers who engage in aggression/delinquency
- Community: widespread availability and use of firearms and drugs, exposure to community violence (feel unsafe and seek group protection, exposed to gunshots and continual disruptive violence), large number of neighborhood youth involved in illegal behaviors.

use disorder. The causal relationship is likely to vary, yet the majority of cases develop PTSD first and evidence shows that self-medication may result in substance use disorder.

Methamphetamine Use Among Youth

A serious and growing risk factor is the potential for youth to increase the use of methamphetamines (meth). Recent APD drug trafficking arrest data shows a troubling trend of increased volume of meth available at a historically low cost. The type of drugs seized in these drug trafficking arrests were, in order of prevalence, methamphetamines, marijuana, heroin, crack cocaine and prescription drugs (e.g., fentanyl, counterfeit oxycodone). Drug trafficking arrests during the first six months of 2019 involved 17 youth through the age of 24 (with the majority of APD drug trafficking arrests involving people ages 17 to 34). [APD, October, 2019]

Research suggests that adolescents, like adults, can experience meth-induced brain changes as well as impaired executive function. ¹⁵ The meth-induced psychological and behavioral

¹³ In this RFP, the terms "gang" and "group" are used inter-changeably as violence tends to stem from loosely-knit social networks of individuals that hang together on the street and promote violence as a means of handling conflict (Engel & Dunham, 2009; Engel et al., 2008).

¹⁴ Studies cited by US Office of Juvenile Justice

¹⁵ Buck, J; Siegel, J. The effects of adolescent methamphetamine exposure, doi: <u>10.3389/fnins.2015.00151</u>, Frontiers in Neuroscience, 2015; and

alterations in adolescent users appear to persist even after the termination of use with higher rates of anxiety, depression, and most notably psychosis and violence.¹⁶ Meth overdoses can present as an attack on various vital physical systems, a psychotic episode, and does not respond to medically assisted treatment (such as those used for treating opioid overdoses).¹⁷

4.4 Desired Service Components

<u>Trauma-Informed Care</u>: A strengths - based service delivery approach "that is grounded in an understanding of and responsiveness to the impact of trauma, that emphasizes physical, psychological, and emotional safety for both providers and survivors, and that creates opportunities for survivors to rebuild a sense of control and empowerment" (Hopper, Bassuk, & Olivet, 2010]

Specific Targeting of Sub-Populations

This Offer is looking for services that can create a meaningful impact that responds to the unmet need of at-risk children and youth.

Potential sub-populations for Offers to Focus on may be, but are not limited to:

- Youth with a delinquent referral that do not get services to develop skills or engage in activities that provide an alternative to violence and criminal activity.
- Youth on the periphery of criminal organizations that feel pressured to join because of safety or peer/family pressure.
- Youth who were referred to the Juvenile Justice system/adults in the criminal justice system, but may not have had follow-up requirements to prevent future offenses
- Youth who were subject to repeat maltreatment experiences investigated by CYFD
- Youth with a combination of factors that put them at risk for joining a gang/criminal group
- Children suspended from elementary and middle school
- Youth whose potential ACE survey results in a score associated with the need for services
- Youth/young adults who are hospitalized with an intentional violent injury

Data Driven Practices

Offers will be considered for the evidence basis of effectiveness and alignment of proposed programs with the evidence about youth engagement practices as well as the recommended frequency and duration to achieve participant impacts.

Service components are expected to be trauma-informed and may include, but not be limited to:

• Case Management, Including Site/Home Based Visits With Client and Family and Case Consultations;

King G., Alicata D., et al; (2010b). Psychiatric symptoms and HPA axis function in adolescent methamphetamine users. J. Neuroimmune Pharmacol. 5, 582–591. 10.1007/s11481-010-9206-y

¹⁶ Rusyniak, DE, Neurologic manifestations of chronic methamphetamine abuse, <u>Psychiatr Clin North Am.</u> 2013 Jun; 36(2):261-75. doi: 10.1016/j.psc.2013.02.005

Baskin-Sommers, A., Sommers, I., Methamphetamine use and violence among young adults, Journal of Criminal Justice 34 (2006) 661–674

¹⁷ Richards, J.; Waheed, Ap; et al, Methamphetamine Toxicity; StatePearls Publishing, Jan 2019.

- Behavioral Health Therapeutic Services and Psychosocial Education
- Employment and Education Support
- Crisis Response
- Violence Interruption / Street Outreach
- Services to Support Juvenile Justice Process Compliance
- Services to Support Young Adults in Probation / Parole Compliance
- Hospital-Based Violence Intervention

Data Driven Practice Examples

Clearinghouse Resources for Data-Driven Models and Practices are listed below to provide inspiration for practices successfully implemented around the country.

- SAMHSA provides an evidence-based practices resource center at https://www.samhsa.gov/ebp-resource-center. The resources are sortable by age group and prevention targets.
- The Office of Juvenile Justice and Delinquency Prevention's (OJJDP's) Model Programs Guide (MPG) contains information about evidence-based juvenile justice and youth prevention, intervention, and reentry programs. https://www.ojjdp.gov/MPG
- National Gang Center https://www.nationalgangcenter.gov/video/Resources
- Annie E. Casey Foundation Juvenile Justice https://www.aecf.org/work/juvenile-justice/
 and evidence based practice for children https://www.aecf.org/work/juvenile-justice/
- Centers for Disease Control and Prevention (CDC) Youth Violence Resources
 https://www.cdc.gov/violenceprevention/youthviolence/resources.html?CDC_AA_refVal = https%3A%2F%2Fwww.cdc.gov%2Fviolenceprevention%2Fyouthviolence%2Fdatasou rces.html
- Trauma-Informed Practices https://www.integration.samhsa.gov/clinical-practice/trauma-informed

Collaboration with governmental entities to recruit and retain referred individuals

Offerers are advised to describe methods to conduct outreach to and receive and respond to real-time referrals from, the governmental/quasi-governmental entities who have first-hand knowledge of a child/youth's situation, need for services, and risk level for escalation of violent acts and/or engagement with gangs/delinquent groups. Entities may include, but not be limited to, State (e.g., child welfare, juvenile justice) and City (Violence Interruption Project) Court System (Juvenile Court, District and Metro Court), Public Schools (APS and Charters).

Successful offers will track metrics and provide data as requested in forms provided by the City.

4.3 Service Period

Services funded by this RFP are to commence July 1, 2020 and continue through June 30, 2021.

5.0 Eligible Responders

5.1 General Eligibility

An agency which is a unit of state or local government and/or an agency currently incorporated as a nonprofit corporation, duly registered and in good standing with the State of New Mexico Secretary of State, which has not-for-profit status under 501(c)(3) of the U.S. Internal Revenue Service Code and which has demonstrated capability in providing the services for which it is applying is an eligible responder for award of a contract pursuant to this RFP. Basic eligibility requirements are identified in the Administrative Requirements for Contracts Awarded Under the City of Albuquerque Department of Family and Community Services (Administrative Requirements), § 10 (A)(1). Ineligible entities as defined in Section 7 (C) of the Social Services Contracts Procurement Rules of the Department are restricted from submitting a proposal. A copy may be downloaded at https://www.cabq.gov/family/partner-resources/request-for-proposals or a printed copy may be obtained Monday through Friday, between 8:00 a.m. and 5:00 p.m., at the City of Albuquerque, Department of Family and Community Services, 5th floor, Room 504, Old City Hall, 400 Marquette NW, Albuquerque, New Mexico 87102.

5.2 Limitations on Assistance to Primarily Religious Organizations

Contractors are required to assure that no funds awarded through the program will be used for sectarian religious purposes. Independent, not-for-profit entities established by primarily religious organizations, however, may be assisted as long as: a) there is no religious test for admission for services; b) there is no requirement for attendance at religious services; c) there is no inquiry as to a client's religious preference or affiliation; d) there is no proselytizing; and e) services provided are secular and non-sectarian. *See Administrative Requirements*, § 10 (C) (4) (c). This provision does not prohibit a primarily religious organization from carrying out the eligible activities as long as such activities are carried out in a manner free from religious influences pursuant to conditions prescribed in the Representations and Certifications form (Appendix #8) attached to this RFP and required as an attachment to the responder's proposal.

5.3 Cultural Equity

The City of Albuquerque has identified racial equity as a priority goal to address longstanding, racially disparate economic and social outcomes. Local government dollars used for contracting, consulting and procurement should benefit the communities in proportion to the demographics in our community. Responder organizations must address how their proposal will contribute to addressing racial inequities by describing: (1) the demographics of the leadership of their organization; (2) the demographics of the proposal's beneficiaries as specifically as possible; and (3) any racial/cultural equity practices, programs or initiatives of the organization that expand opportunities and encourage inclusivity to otherwise underserved populations.

5.4 Preferences for City Local, Small and/or Veteran-Owned Businesses and Pay Equity

According to City Ordinance Article 5 R.O.A. 1994 Public Purchases Ordinance, scoring preferences may be available for this procurement. Please refer to the form found online at https://www.cabq.gov/dfa/documents/vendor-documents/vendor-preference-affidavit-of-eligibility-final.pdf/view and attached as Appendix #14 of this RFP for additional information on how to certify for a maximum of 10% preference in Scoring Criteria in Section 9 of this RFP. Please Note:

preference points are NOT available for any solicitation for which all or a part of the funds used are from federal grant sources.

If eligible, an Offeror may apply for a 5% Small Business Preference, a 5% Local Business Preference, a 5% State Resident Business Preference, a 5% Pay Equity Preference and/or a 5% State Resident Veteran Business Preference (collectively the latter two, "State Preference") up to a maximum of 10%. To qualify for a maximum of 10% preference points, an Offeror MUST complete and attach the Vendor Preference Affidavit of Eligibility WITH ITS OFFER. For a Pay Equity Preference, the City Pay Equity Business Certificate MUST also be attached. For State Preference the New Mexico State certification of eligibility MUST be attached. If a Proposal is received without this Preference Certification Form and any required certifications attached, completed, signed and certified, or if this Preference Certification Form is received without the required information, the preference shall not be applied. NO FORM SHALL BE ACCEPTED AFTER THE DEADLINE FOR RECEIPT OF BIDS OR PROPOSALS.

To qualify for the small business or local business preference, a business must have its principal office and place of business in the Greater Albuquerque Metropolitan Area. The business location identified on the Preference Certification Form must be a physical location, street address, and may not use a post office box or other postal address.

To qualify for a pay equity preference, the business must maintain a deviation of 10% or less between the salaries paid to men and the salaries paid to women for comparable positions. The Pay Equity Reporting form must be submitted by each Offeror as prescribed under § 5-5-31(A) of the Albuquerque Code of Ordinances, Article 5: Public Purchases. A business that maintains pay equity as defined therein, or that holds a valid Pay Equity Business Certificate issued by the City's Office of Equity and Inclusion.

5.6 ADA Compliance

Contractors must agree to meet all the requirements of the Americans with Disabilities Act of 1990 (ADA), and all applicable rules and regulations which are imposed directly on the Contractor or which would be imposed on the City as a public entity. The Contractor must agree to be responsible for knowing all applicable requirements of the ADA.

5.7 Additional Requirements

A. Personnel Policies:

Organizations applying for a contract under this solicitation must have a written set of personnel policies and procedures that have been formally adopted by its governing board. This document must specify policies governing terms and conditions for employment; compensation and fringe benefits; holidays, vacation and sick leave; conflict of interest; travel reimbursement; and employee grievance procedures.

B. Conflict of Interest Policies:

Organizations submitting proposals under this solicitation must have in force a written conflict of interest policy that at a minimum:

- a) Applies to the procurement and disposition of all real property, equipment, supplies, and services by the agency and to the agency's provision of assistance to individuals, businesses, and other private entities.
- b) Provides that no employee, board member, or other person who exercises any decision making function with respect to agency activities may obtain a personal or financial benefit from such activities for themselves or those with whom they have family or business ties during their tenure with the agency or for one year thereafter.

C. Accounting Policies:

Responder organizations must have in place a set of financial, accounting, and procurement policies and procedures that meet the standards established by the City in the *Administrative Requirements*, §13, Accounting for DFCS Social Services Contract Funds.

D. Active Board:

Nonprofit responders must be able to document that its governing board is constituted in compliance with approved bylaws and that it actively fulfills its responsibilities for policy direction, including regularly scheduled meetings for which minutes are kept. The organization must verify board compliance with the City Open Meeting ordinance ROA, 1994, §2-5-1, et. seq.

E. Nepotism:

The organization shall not employ "immediate family" or any "close relative" of any board member, officer or managing employee and shall not employ any two people who are immediate family or close relatives of each other. *See* definitions contained in the *Administrative Requirements*, § 10 (A)(3)(c).

F. Background Checks:

If the Social Services provided require the contractor selected through this RFP to work with or be in proximity to children, or other vulnerable populations, the contractor will not employ any person or volunteer who is registered as a sex offender in any United States jurisdiction, or who has a criminal background unacceptable to the City. The contractor shall ensure that all its employees, interns and volunteers directly involved in performing services have been screened for a criminal background and reference checks, finger-printing, and interviews. *See Administrative Requirements*, § 10 (A)(2).

G. Reporting Requirements

The final contract between the successful responder(s) and the City will contain specific reporting requirements that include, but may not be limited to, quarterly program data and data regarding outcomes for program participants. A critical component of initiatives funded through the City of Albuquerque, Department of Family and Community Services will be a rigorous evaluation to determine program success and cost-effectiveness. Selected Offerors must comply with participant data reporting requirements conducted by the City or evaluation and research partners as part of ongoing evaluation activities.

6.0 Eligible Beneficiaries

Programs supported, in whole or in part, with funding awarded as a result of this RFP must be targeted to residents of Albuquerque and the larger Metropolitan Area.

A. Income:

Programs should target those whose annual family incomes are at or below 80% of the median family income for the Albuquerque Metropolitan Statistical Area (MSA) as established by the U.S. Department of Housing and Urban Development, unless otherwise specified.

B. Programs Serving Lower Income Populations:

Support may be made to available programs, services, and activities that do not require all participants to meet an income test, if it can be demonstrated that support of such activities offers the most efficient and expeditious means of serving the eligible population, and if at least 70% of those served meet the income test.

C. Critical Emergency Needs:

Services designed to meet critical emergency needs such as rape crisis assistance, assistance to victims of domestic violence, assistance to abused and neglected children, the homeless, and the like, need not meet an income test.

D. Other Characteristics:

Specific characteristics, such as persons with disabilities, senior citizens or other individual requirements applicable to specific funding sources.

E. Community Development Strategy Areas:

Certain public facilities improvement activities which contribute to the development of local communities must be targeted primarily to benefit designated Community Development Strategy Areas.

7.0 Technical Assistance

It is the responsibility of the Offeror to stay up to date with any clarifications to this RFP that may be posted on the Department website - Request for Proposals Page, including addenda and information materials. Technical assistance will be provided at the written request of responder agencies by the City of Albuquerque Department of Family & Community Services' Community Outreach Coordinator, Sandra Archuleta, at saarchuleta@cabq.gov up until seven calendar days prior to submission deadline. Responses to questions in writing will be posted on the Department website.

An optional pre-proposal meeting is scheduled for Wednesday, October 30, 2019 from 1:00-2:00 p.m. at the following location.

City Council Committee Room Room #9081

9th Floor New City Hall One Civic Plaza Albuquerque, NM 87102

8.0 Instructions for Completing Applications

8.1 Proposal Format

The proposal should be completed and assembled as indicated below. Appendices or non-required attachments including letters of endorsement, agency brochures, or news clips may be included if copied onto 8 1/2" x 11" paper. To expedite handling, please do not use covers, binders, or tabs. Please paginate and collate.

8.2 Cover Sheet

Responders must use the attached Proposal Summary and Certification Form (APPENDIX #1) as a cover sheet for their proposals. An authorized official of the governmental agency or of the policy board of a non-profit agency to whom agency staff are responsible must sign the form.

8.3 Project Narrative

The project narrative, not including attachments, shall not exceed 13 typed, double-spaced, 8 1/2" x 11" pages, with 12 point font. The work plan in table format will not be counted in the 13-page limit. The narrative should be prepared according to the format outlined below.

A. Summary of Proposed Project Objective

Provide a succinct and clear **paragraph** that summarizes:

- a) Agency name
- b) Requested amount per contract year
- c) Sum of proposed services/activities.
- d) Evidence/logic based service model
- e) Target population(s)
- f) Anticipated impact/outcomes that result from the services for the target population (as described in Section 4.0, for the target population).
- g) How the proposed project will contribute to reducing inequities and increase inclusion and opportunities for otherwise underserved population(s).

B. Comprehensive explanation of Project Purpose, Target Population(s) and Service Delivery:

Provide a comprehensive explanation of the project design.

- a) Describes proposed services/activities that would be provided to each target population, including:
 - i. Rationale (evidence/logic basis) for the effectiveness of the proposed service model and practices to facilitate meaningful impacts and lead to improved outcomes for the specific target population(s).

- Proposed practices (for instance, trauma-informed care, harm reduction, a personii. centered approach, community collaboration, etc.) and how they facilitate client progress to stated outcomes;
- How proposed services address unmet needs/service gaps in the community, justified iii. with local/applicable data;
- Overlaps/synergies with other services in the community, including iv. collaboration/coordination with listed entities.
- b) Provide a comprehensive explanation of how project implementation will yield outcome results, including, as applicable:
 - Identify at least two of the outcomes described in Section 4.0 that the Offer will impact with proposed services/activities.
 - ii. Methods to conduct outreach to recruit and retain otherwise underserved populations to increase equity and access to opportunity.
- Methods to maintain a consistent level of client engagement; iii.
- If applicable Recommended frequency and duration of client engagement to support iv. client progress/achievement of outcomes
- If applicable Evidence basis of exposure to the service/activity needed to attain the v. specified impacts/outcomes.
- If applicable Typical tiers of service (e.g., intensity and duration that may vary vi. during contract year for case management)

C. Measuring Progress:

- a) Propose measurable outcomes, measurable indicators of progress for achieving the selected outcomes.
- b) Specify measurement tool and the evidence/logic that it will reliably report progress to selected outcomes.
- c) Describe the process to accurately collect, analyze and report the data of activities, outputs, indicators of progress and outcomes.
- d) Describes the process and schedule for monitoring the quality of project activities, methods and how continuous quality improvement will be incorporated.

D. Proposed Work Plan

Provide a clear description of the intended work plan in the format provided in APPENDIX #7 along with a narrative explanation to describe the proposed scopes of work. The Work Plan in the Appendix #7 format will not be counted in the Narrative page limit.

Work Plan Table Format in Appendix #7

Major Project Services Activities / Sub Activities	Timeframe	Outputs (Participants) to serve with Requested City Funds	Outcomes	Outcome Progress Indicator	Measurement Tool(s)
---	-----------	---	----------	----------------------------------	------------------------

Work plan will not count in the 13-page narrative limit

Illustrate the services that will be provided as a result of the proposed City funding by describing the activities, timeframe, number of participants/units of service (outputs), linkage to improved outcomes, and indicators that verify progress toward outcomes, and the measurement tool to track progress to outcomes.

Work plans will be evaluated and scored based on how the Offeror:

- a) Work Plan directly informs the potential scopes of services if Offer is selected.
- b) Work Plan narrative and chart explain major project services to be performed using the requested City budget;
 - i. Activities/sub-activities/units of services to be provided
 - ii. Time frame to offer each activity/service
 - iii. Specific number of participants (outputs) for each major activity/service aligned with requested City funds;
 - iv. Connection of activities/services to improved outcomes (e.g., client impacts)
 - v. Outcome progress indicator (selected from list or other suggested indicator)
 - vi. Measurement tool(s)
- c) Work Plan is clearly connected with proposed budget:
 - i. Evidence that City funds will be invested in personnel and activities that can demonstrate produce stated outcomes
 - ii. Evidence-basis/logic of proposed package of services and their link to outcomes
 - iii. The cost per service unit is a cost effective investment of City funds

E. Organizational Capacity: Service Delivery Capabilities

Describe how the agency/organization will effectively implement project activities and reach output and outcome goals.

- a) Describe how proposed services/activities complement existing programs that are/plan to be operated by the Offeror.
- b) Describe collaborative partnerships to support participant success.
- c) Describe how referrals are integrated into the proposed project from governmental/quasigovernmental entities for youth in need of services. Explain current collaborative relationships that will help your organization to accept referrals.
- d) As applicable, provide copies of pertinent MOUs or CWAs describing collaboration with partner agencies.
- e) Identify the job title and role of agency staff/contractors that will conduct key activities.
- f) Attach job descriptions and résumés that match the above identified roles that will provide the services and activities
- g) Identify current staff who fill those positions as applicable.
- h) As applicable, describe how the program will engage clients in major systems such as Medicaid, the Coordinated Entry System (CES), etc.

F. Organizational Capacity: Past Performance

a) If the agency has had a contract with the City providing similar services in the past three years, performance will be scored based on program delivery meeting/exceeding output and outcome goals; and the presence/absence of monitoring findings/critical concerns.

b) If the agency did not have a contract with the City providing similar services in the past three years, prospective ability to deliver on the proposed services will be justified by demonstration of agency and staff operation/delivery of services and activities similar to those contained the Offer.

G. Demonstrates ability to expend City funds in a fiscally responsible manner

- a) Budget forms are complete and provide adequate detail to convey the planned expenditure of City funds to support proposed services.
- b) Provides full picture of agency budget and how requested City funds fit in the overall context of the operating budget.
- c) Clearly represents the complementary/leveraged funds that may provide services to a larger population beyond the number that can be served with the requested City funds.
- d) Aligns the requested City funds to the work plan
- e) Proposed budget allocations for services and staff are reasonable
- f) Proposed budget for administrative costs is reasonable
- g) Overall cost per service unit is reasonable
- h) Demonstrates appropriate level of financial capacity to meet the Department's Administrative Requirements and reporting requirements.
- i) Audit results/financial documentation provide evidence of financial responsibility
- j) If the Offeror has had a contract with the City in the past three years, the past fiscal performance has met City requirements.
- k) Explains capacity to bill eligible services to Medicaid as appropriate, and how leveraging public or private insurance can leverage service capacity for the proposed project.

H. Preference Points (up to 10% of total for non-federally funded contract Offers), Preference points are described in Section 5.4 and in links shown below. **Please note: no preferences shall be applied if federal funds support the Offer.**

Form instructions are found online at: https://www.cabq.gov/dfa/documents/vendor-documents/vendor-preference-affidavit-of-eligibility-final.pdf/view

And Vendor Preference Point Form is found online at: https://www.cabq.gov/dfa/documents/vendor-documents/vendor-preference-affidavit-of-eligibility-final.pdf/view

8.4 Project Budget

The responder must submit a complete budget on the attached forms (APPENDIX #2-APPENDIX #6) OR using the forms provided in Excel online at https://www.cabq.gov/family/documents/fiscal-forms-cabq-fy20-excel.xlsx

8.5 Insurance Requirements

All contractors selected pursuant to this RFP will be required to procure and maintain, through the life of each of their contracts, a commercial general liability and an automobile liability insurance policy each with liability limits in amounts not less than \$1,000,000 per occurrence and in the aggregate. If any part of the contract is sublet, the contractor must include the subcontractor in its coverage or require the subcontractor to obtain all necessary coverage.

Policies must be written by companies authorized to write such insurance in the State of New Mexico.

Policies must include coverage for all operations performed for the City by the contractor, coverage for the use of all owned and all non-owned hired automobiles, vehicles, and other equipment both on and off work, and contractual liability coverage shall specifically insure the hold harmless provision of the contract. The City must be named an additional insured on commercial general liability and the policies must provide that 30 days written notice will be given to the City before a policy is canceled, materially changed, or not renewed.

The contractor shall ensure that all staff for whom professional liability is required by their licensing agent, including but not limited to, professionals providing health and behavioral health services, maintain professional liability insurance, errors and omissions coverage, or other additional coverages the city deems necessary, in amounts not less than required by the New Mexico Tort Claims Act as it is amended from time to time, for single limit of liability per occurrence and for the general aggregate.

The contractor must also comply with the provisions of the Worker's Compensation Act, the Subsequent Injury Act, and the New Mexico Occupational Disease Disablement Law.

During construction, if any, a contractor must maintain Builders Risk Insurance in an amount equal to the full construction cost to cover the construction work for fire, theft, extended coverage, vandalism and malicious mischief.

If, during the life of the contract, the Legislature of the State of New Mexico increases the maximum limits of liability under the Tort Claims Act (Section 41-4-1 through 41-4-27 NMSA 1978), the City may require the contractor to increase the maximum limits of any insurance required.

Proof of insurance is not a requirement for submission of a proposal, but responders should be aware that no work may begin under a contract funded through this program until the required insurance has been obtained and proper certificates (or policies) are filed with the City. Before submitting a proposal, the agency should contact its insurance agent to determine if it can obtain the required coverage.

8.6 Other Assurances

A. Compliance with Civil Rights Laws and Executive Orders

Contractors are required to comply and act in accordance with all federal laws and Executive Orders related to the enforcement of civil rights. In addition, recipients will be required to comply with all New Mexico State Statutes and City of Albuquerque Ordinances regarding enforcement of civil rights (APPENDIX #8).

B. Assurance of Drug Free Facilities

Applicants for funding must submit an assurance that they will administer a policy designed to ensure that the assisted program is free from the illegal use, possession or distribution of drugs or alcohol by its staff and beneficiaries (APPENDIX #10).

C. Certification of Receipt of Administrative Requirements

Applicants for funding must submit a certification signed by an authorized board official and the organization director of receipt and adherence to the <u>Department Administrative</u> <u>Requirement for Social Services Contracts</u>.

D. Audit Requirements

Contractors who expend \$750,000 or more of federal funds during the year must have an audit conducted in accordance with the Federal Government's Office of Management and Budget Circular A-133 as amended. The audit shall be made by an independent auditor in accordance with generally accepted government auditing standards. Contractors who receive \$25,000 or more in funding from the City, and who do not fall under A-133, must have a financial statement audit conducted by an independent auditor in accordance with generally accepted auditing standards. If the contractor is not subject to this requirement because it has not previously had a contract with the City, the Contractor must provide Form 990. Additional audit requirements are set out in the *Administrative Requirements*.

E. Goods Produced Under Decent Working Conditions

It is the policy of the City not to purchase, lease, or rent goods for use or for resale at City owned enterprises that were produced under sweatshop conditions. The responder certifies, by submittal of its proposal in response to this solicitation, that the goods offered to the City were produced under decent working conditions. The City defines "under decent working conditions" as production in a factory in which child labor and forced labor are not employed; in which adequate wages and benefits are paid to workers; in which workers are not required to work more than 48 hours per week (or less if a shorter workweek applies); in which employees can speak freely about working conditions and can participate in and form unions.

8.7 Required Attachments

The Offeror, including all parties to a joint venture or consortium, an individual or a non-profit agency, as applicable, must attach to its Offer, the items listed as Mandatory in Section 11.0. Offerors are encouraged to attach the Preferred items listed in Section 11.0.

Additionally, include FIVE (5) COMPLETE copies of the following: (1) Project Narrative, and any attachments referenced, (2) APPENDIX #7: Work Program Summary Form, and (3) all Budget Forms.

9.0 Compliance with Social Services Contracts Procurement Rules and Regulations

Applicants must comply with all applicable procurement rules and regulations, including, but not limited to, the City of Albuquerque Procurement Rules and Regulations for the Department of Family and Community Services, found at:

https://www.cabq.gov/family/documents/publications/FCS-Social-Services-Procurement-Guidelines-06.pdf Applicants should also be guided by the Albuquerque Code of Ordinances, Article 5, which may be found at:

http://library.amlegal.com/nxt/gateway.dll/New%20Mexico/albuqwin/cityofalbuquerquenewmexicocodeo fordinanc?f=templates\$fn=default.htm\$3.0\$vid=amlegal:albuquerque_nm_mc\$anc=JD_TopofInfobase

9.1 Review Criteria

Proposals will be reviewed based on the criteria that follow in 9.1.1 through 9.1.9. **Please note:** It is acceptable to bid on one or on multiple Scopes of Work in Section 4 and that a separate proposal packet must be submitted for each Scope of Work.

9.1.1 Summary of Project Proposal Goal: 5 pts.

Provides a succinct and clear paragraph that summarizes:

- A. Agency name
- B. Requested amount per contract year
- C. Sum of proposed services/activities.
- D. Evidence/logic based service model
- E. Target population(s)
- F. Anticipated impact/outcomes that result from the services for the target population (as described in Section 4.0, for the target population).
- G. How the proposed project will contribute to reducing inequities and increase opportunities for otherwise underserved population(s).

9.1.2 Comprehensive explanation of Project Purpose, Target Population(s) and Service Delivery: 20 pts.

Provides a comprehensive explanation of the project design:

- A. Describes proposed services/activities that would be provided to each target population, including:
 - a) Rationale (evidence/logic basis) for the effectiveness of the proposed service model and practices to facilitate meaningful impacts and lead to improved outcomes for the specific target population(s).
 - b) Proposed practices (for instance, trauma-informed care, harm reduction, a personcentered approach, community collaboration, etc.) and how they facilitate client progress to stated outcomes;
 - c) How proposed services address unmet needs/service gaps in the community, justified with local/applicable data;
 - d) Overlaps/synergies with other services in the community
- B. Provides a comprehensive explanation of how project implementation will yield outcome results, including, as applicable:
 - a) Identifies at least two of the outcomes described in Section 4.0 that the Offer will impact with proposed services/activities.
 - b) Explains proposed methods to conduct outreach to recruit and retain otherwise underserved populations to increase equity and access to opportunity, and appears reasonable and attainable.
 - c) Explains proposed methods to maintain a consistent level of client engagement, and appears reasonable and attainable.
 - d) If applicable Recommended frequency and duration of client engagement to support client progress/achievement of outcomes,
 - e) If applicable Evidence basis of exposure to the service/activity needed to attain the specified impacts/outcomes, and appears reasonable and attainable and in line with the model proposed.

f) If applicable - Typical tiers of service (e.g., intensity and duration that may vary during contract year for case management), and appears reasonable and attainable.

9.1.3 Proposed Work Plan: 25 pts

Work plan proposal scores will be based on the clarity, effectiveness, viability and alignment with all narrative sections and budget.

- A. Provides a clear description of the activities in relation to participant impacts.
- B. Illustrates in a chart (using the format provided in APPENDIX #7) and in the narrative, the services that will be provided as a result of the proposed City funding by describing the activities, timeframe, number of participants/units of service (outputs), linkage to improved outcomes, and indicators that verify progress toward outcomes, and the measurement tool to track progress to outcomes.

Major Project Services /Activities / Sub Activities	Timeframe	Outputs (Participants) to serve with Requested City Funds	Outcomes	Outcome Progress Indicator	Measurement Tool(s)
--	-----------	---	----------	----------------------------------	------------------------

Work Plan Format (Appendix #7)

- C. Work Plan directly informs the potential scopes of services if Offer is selected in line with the Scopes of Work proposed.
- D. Work Plan narrative and chart explain major project services to be performed using the requested City budget;
 - a) Activities/sub-activities/units of services to be provided
 - b) Time frame to offer each activity/service, and appears reasonable and attainable
 - c) Specific number of participants (outputs) for each major activity/service aligned with requested City funds, and appears reasonable and attainable
 - d) Connection of activities/services to improved outcomes (e.g., client impacts), and appears reasonable and attainable
 - e) Outcome progress indicator (selected from list or other suggested indicator)
 - f) Measurement tool(s)
- E. Work Plan is clearly connected with proposed budget:
 - a) Evidence that City funds will be invested in personnel and activities that can demonstrate produce stated outcomes
 - b) Evidence-basis/logic of proposed package of services and their link to outcomes
 - c) The cost per output(s) is a cost effective investment of City funds, and appears reasonable and attainable

9.1.4 Measuring Progress: 5 pts.

- A. Proposes measurable outcomes, measurable indicators of progress for achieving the selected outcomes in narrative and work plan.
- B. Specifies measurement tool and the evidence/logic that it will reliably report progress to selected outcomes.
- C. Describes the process to accurately collect, analyze and report the data of activities, outputs, indicators of progress and outcomes.
- D. Describes the process and schedule for monitoring the quality of project activities, methods and how continuous quality improvement will be incorporated.

9.1.5 Organizational Capacity: Service Delivery Capabilities: 15 pts.

- A. Describes how the agency/organization will effectively implement project activities and reach output and outcome goals, and appears reasonable and attainable.
- B. Describes agency resources dedicated to the project, including alignment with current program operations. The budget documents match the description.
- C. Describes collaborative partnerships to support participant success when applicable.
- D. Describe how referrals are integrated into the proposed project from governmental/quasi-governmental entities for youth in need of services. Explain current collaborative relationships that will help your organization to accept referrals.
- E. As applicable, collaboration activities are supported with a copy of pertinent MOUs or CWAs with partner agencies.
- F. Describes how proposed services/activities complement existing programs that are/plan to be operated by the Offeror.
- G. Identifies the job title and role of agency staff/contractors that will conduct key activities.
- H. The proposal's attached job descriptions and résumés match the above identified roles that will provide the services and activities
- I. Identifies current staff who fill those positions as applicable.
- J. As applicable, describes how the program will engage clients in major systems such as Medicaid, the Coordinated Entry System (CES), etc.

9.1.6 Organizational Capacity: Past Performance: 10 pts.

- A. If the agency has had a contract with the City providing similar services in the past three years, performance will be scored based on program delivery meeting/exceeding output and outcome goals; and the presence/absence of monitoring findings/critical concerns.
- B. If the agency did not have a contract with the City providing similar services in the past three years, prospective ability to deliver on the proposed services will be justified by demonstration of agency and staff operation/delivery of services and activities similar to those contained the Offer.

9.1.7 Demonstrates ability to expend City funds in a fiscally responsible manner: 20 pts.

- A. Budget forms are complete and provide adequate detail to convey the planned expenditure of City funds to support proposed services.
- B. Provides annual agency budget. Provides a clear picture of how requested City funds fit in the overall context of the operating budget for the proposed project and for the agency.
- C. Clearly represents the complementary/leveraged funds that may provide services to a larger population beyond the number that can be served with the requested City funds.
- D. Requested City funds are aligned with the work plan.
- E. Proposed budget allocations for services and staff are reasonable.

- F. Proposed budget for administrative/overhead costs is reasonable and proportional to all funding sources contributing to the project or agency as applicable.
- G. Overall cost per output(s) is reasonable.
- H. Demonstrates appropriate level of financial capacity to meet the Department's *Administrative Requirements* and reporting requirements.
- I. Audit results/financial documentation provide evidence of financial responsibility.
- J. If the Offeror has had a contract with the City in the past three years, the past fiscal performance has met City requirements.
- K. Explains capacity to bill eligible services to Medicaid as appropriate, and how leveraging public or private insurance can leverage service capacity for the proposed project.

9.1.8 Preference Points (up to 10% of total): 10 pts.

Please note: no preferences shall be applied if federal funds support the Offer.

 $Form\ instructions\ are\ found\ online\ at:\ \underline{https://www.cabq.gov/dfa/documents/vendor-documents/vendor-preference-affidavit-of-eligibility-final.pdf/view}$

And Vendor Preference Point Form is found online at:

https://www.cabq.gov/dfa/documents/vendor-documents/vendor-preference-affidavit-of-eligibility-final.pdf/view

9.2 Review Process/Deadlines

A. Preliminary Staff Review

Proposals will be initially reviewed by staff of the Department of Family and Community Services to determine if the proposal is complete and conforms to this RFP. Completeness means that all required forms and attachments are included and comply with the FCS Procurement Rule and *Administrative Requirements*. Conformity means that the proposal has been prepared according to guidelines regarding length, organization, and format as specified in section 8.0 above. Incomplete (as defined in 11.0), nonconforming or late proposals may be deemed unresponsive.

B. Review Panel

The Department Director will, in writing, approve the composition of an ad hoc committee (minimum of 3 persons) from the Department of Family and Community Services and may include a representative(s) from affected neighborhoods, constituents, service users and/or citizens that will review all proposals. The proposals will be rated according to the review criteria specified in section 9.1 above. Based on these ratings, the committee will recommend contract awards and amounts to the Director of the Department. A recommendation for award does not constitute an award of contract. The award occurs after a contract is negotiated and Approved by the City.

If, during the review process, additional information is needed regarding a proposal, the Department staff will request such information from the responder. In addition, responders may be interviewed directly as part of the review process. Agencies will be advised of the time and date of such interviews.

During evaluation, proposals submitted shall be kept confidential. The Department will use its best efforts to restrict distribution to those individuals involved in the review and analysis of the proposals, but in any event, the City shall not be liable for disclosure of any information contained in the proposals during the review process. The proposals shall be open to public inspection after award of contract.

9.3 Competitive Considerations

Proposals will be rated according to the review criteria in section 9.1 above. The Department may require responders being considered for an award to participate in interviews or other discussions to explain or verify any aspect of the proposal submitted. The Department reserves the right to reject any or all proposals. The Department may negotiate the terms of any proposal after making a recommendation of award, in order to development a contract in the best interest of the City or the target population. The Department may award more than one contract per Priority Activity.

9.4 RFP Appeals Process

Responders whose proposals are not selected may submit a written appeal. Letters of Appeal must be submitted and arrive in the office of the Department Director not later than ten (10) working days after receipt of the notice of non-selection. Letters must be specific as to the matter being appealed. Appeals not submitted in writing, not specific in nature, or which arrive late may not be considered. The Department Director's decision concerning the Appeal is final and will be provided within 30 days of receipt of the Appeal letter. Letters must be addressed as follows:

Carol M. Pierce, Director Department of Family and Community Services City of Albuquerque P.O. Box 1293 Albuquerque, NM 87103

The envelope must clearly indicate:

APPEAL, DFCS - Social Services - RFP-DFCS-BHW-19-01

All Appeals will be responded to by the Department Director in writing.

10.0 Submission Process

10.1 Submission Requirements

Submit one complete original of the proposal, including <u>all</u> required attachments as listed in Section 8.7 Also submit 5 copies of the Project Narrative (8.3 above), Work Program Summary Appendix 7 and budget sections (8.4 above), and any attachments referenced in the narrative.

Both the complete original and 5 copies are required for the proposal to be considered a complete submission. Label the submitted sealed packages **Social Services** – RFP-DFCS-BHW-19-01 and as "ORIGINAL" or "COPY" as appropriate. Please paginate and collate. Do not use covers, binders or tabs. Proposals must be received prior to **4:00 p.m. local time, Tuesday, November 26, 2019** at the City of Albuquerque, Office of the City Clerk. Proposals will be date/time stamped by the Office of the City Clerk when they are received. Proposals stamped later than 4:00 p.m. local time, on **Tuesday, November 26, 2019** will be ruled non-responsive to this RFP and will not be considered for award.

The Department recommends that responders hand deliver their proposals, in advance of the deadline to:

Office of the City Clerk Plaza del Sol 600 2nd Street NW 7th floor Albuquerque, NM 87102

If the responder chooses to mail its proposal, certified mail is recommended and it should be sent to the following address:

City of Albuquerque Office of the City Clerk P.O. Box 1293 Albuquerque, NM 87103

Sufficient mailing time should be allowed to ensure delivery in advance of the deadline.

10.2 Clarification

Any explanation desired by a responder regarding the meaning or interpretation of this RFP must be requested in writing not less than ten (10) working days prior to the hour and date specified for the receipt of proposals to allow sufficient time for a reply to each responder before the submission of their proposals. All inquiries must be directed Sandra Archuleta, Community Outreach Coordinator, at saarchuleta@cabq.gov or fax 505-768-2799. Oral explanations or instructions given before the deadline for receipt of proposals will not be binding. Any information given in writing concerning this RFP will be furnished on the FCS website RFP page at https://www.cabq.gov/family/partner-resources/request-for-proposals, if such information is necessary to responders in submitting proposals on this RFP or if the lack of such information would be prejudicial to uninformed responders.

10.3 Acknowledgment of Amendments to the Request for Proposal

Receipt of an amendment to the RFP by a responder must be acknowledged (a) by signing and returning the amendment or (b) by letter. Such acknowledgment must be received prior to the hour and date specified for receipt of proposals and can be submitted as attachment to the Offer. It is the responsibility of the Offeror to stay up to date with any clarifications or amendments to this RFP that may be posted on the Department website - Request for Proposals Page, including addenda and information materials.

10.4 Modification

Proposals may be modified or withdrawn by written notice provided such notice is received prior to the hour and date specified for receipt of proposals.

10.5 Budget Forms

Budget forms can be submitted in Excel format. The Excel forms can be downloaded at http://www.cabq.gov/family/partner-resources/administrative-requirements.

11.0 Proposal Checklist

Prior to submitting the proposal, Offerors are recommended to use the following checklist to ensure that the proposal contains all elements required for a complete submittal. Attachments in this checklist listed as <u>Mandatory</u> are part of the technical review of the Application, and failure to submit mandatory items will result in the Offer being deemed as non-responsive. A second category of <u>Preferred</u> items are recommended to be attached but will not result in the Offer's disqualification during the technical review, though, as applicable, items will be required to execute a contract. Appendix numbers refer to the Department of Family & Community Services forms included as attachments to this RFP.

In addition to the mandatory and preferred items listed below, please be sure to provide

- □ **Five (5) packets** that each include one hard copy of the following: 1) Project Narrative and any attachments referenced in the narrative, 2) Work Plan, and 3) All Budget Forms (either in Word or Excel).
- One (1) separate complete packet with all other required documents and original 1)Project Narrative and any attachments referenced in the narrative, 2) Work Plan, and 3) All Budget Forms.

Mandatory

- □ Acknowledgment of Amendments to the RFP, if applicable.
- APPENDIX #1: Proposal Summary and Certification Form completed and signed by an authorized official.
- □ Original Project Narrative.
- □ APPENDIX #7: Original Applicant Work Program Summary
- **□** Original Budget Forms
 - □ APPENDIX #2: Expense Summary Form
 - □ APPENDIX #3: Revenue Summary Form
 - □ APPENDIX #4: Project Budget Detail Form -- Personnel
 - □ APPENDIX #5: Project Budget Detail Form -- Operating Costs
 - □ APPENDIX #6: Budget Detail Form: Projected Drawdown Schedule
- □ Résumés and job descriptions of key personnel for filled and unfilled positions applicable to the proposed project;
- □ Copy of the organization's most recent audit or applicable financial statement.
- □ APPENDIX #8: Representations and Certifications
- ☐ IRS Certificate of Non-Profit Incorporation

	Offeror's Articles of Incorporation filed with the State of New Mexico		
	Copy of current By-Laws.		
	Copy of the organization's written accounting policies and procedures, which include procurement procedures.		
	Copy of the organization's personnel policies and procedures.		
	Copy of the organization's conflict of interest policy.		
	APPENDIX #11: Debarment, Suspension, Ineligibility and Exclusion Certification		
	APPENDIX #13: Certification of Compliance with Federal Funding Requirements, Refer to Section 1.1 for further information		
	APPENDIX #14: if seeking preference points: City of Albuquerque Preference Affidavit of Eligibility		
ex	Preferred The ferors are encouraged to submit the following items. Many of these items will be mandatory to ecute a contract if the Offer is selected. Polyvort licenses to energte as a business and conduct proposed activities.		
	Listing of current board members.		
	Current organizational chart.		
	List of references, including name of organization, contact person and telephone number, to verify performance history and customer satisfaction.		
	Copy of the organization's travel reimbursement policies if travel funds are requested.		
	Certificate of Current Good Standing issued by the State of New Mexico.		
	APPENDIX #9: Attachments on File for re-application;		
	APPENDIX #10: Drug Free Work Place Requirement Certification Form;		
	APPENDIX #12: Certification of Receipt of Administrative Requirements		
	APPENDIX #14: Vendor Preference Affidavit of Eligibility, if not applicable		
	APPENDIX #15: Modified W-9		
	APPENDIX #16: Disclosure of Lobbying Activities		
	APPENDIX #17: Pay Equity Reporting Form PE10-249 if applicable		

City of Albuquerque Department of Family and Community Services APPENDIX #1: Proposal Summary and Certification Form - Instructions

Instructions for Completing the Proposal Summary and Certification Form

- 1. Enter the name of the organization submitting the Application.
- 2. Enter the mailing address of the organization.
- 3. Enter the name and telephone number of a contact person from whom information about the proposal can be obtained.
- 4. Enter the name of the City program from which funding is being requested. The name of the program should be taken from the Request for Proposals.
- 5. Enter the number assigned to the RFP from the Request for Proposals.
- 6. Enter the priority number from the Request for Proposals if one is assigned to the area in which the Applicant is seeking funds.
- 7. Enter the date the proposal is due to be received by the City of Albuquerque from the Request for Proposals.
- 8. Enter the title of the project for which the Applicant is seeking funds and a brief narrative description of that project. The length of the narrative must be limited to the space available.
- 9. Enter the total amount of City funding requested in the proposal.

Enter the amount of matching funds to be provided by the Applicant, if matching funds are requested in the Request for Proposal.

City of Albuquerque Department of Family and Community Services APPENDIX #1: Proposal Summary and Certification Form

1. Name of Applicant Organization:				
2. Mailing Address (City, State, and	3. Name and telephone number of contact person			
City Program Name (from Request for Proposals):				
RFP Number:	Scope of Work:	Due Date:		
RFP-DFCS-BHW-19-01		November 26, 2019		
Title of Applicant's Project and Brief Descriptive Summary:				
Amount of City Funding requested:	Matching Funds Amount (if requested):	Date Submitted:		
Certification: It is understood and agreed by the undersigned that: 1) Any funds awarded as a result				
of this request are to be expended for the purposes set forth herein and in accordance with all Applicable Federal, state, and city regulations and restrictions; and 2) the undersigned hereby gives				
assurances that this proposal has been prepared according to the policies and procedures of the above				
named organization, obtained all necessary Approvals by its governing body prior to submission, the material presented is factual and accurate to the best of her/his knowledge, and that she/he has been				
duly authorized by action of the governing body to bind the Corporation.				
a. Typed Name of Authorized Board Official:	b. Title	c. Telephone Number		
Signature of Authorized Board Office	d. Date signed:			

APPENDIX #2: Instructions for Expense Summary Form Instructions for Completing Expense Summary Form Submit this form in EITHER Word (next page) OR Excel in Separate Attachment

Expenditure Category

Expenditures charged to Social Services category must conform to the FCS Administrative Requirements, be reasonable, allowable and allocable

Personnel Costs

Salaries and Wages: A formula is embedded in the excel worksheet to automatically enter the amounts from Appendix #4. Manual Calculation: Enter the amounts budgeted to pay salaries and wages for regular staff of the organization employed to carry out project-related activities.

<u>Payroll and Benefits:</u> A formula is embedded in the excel worksheet to automatically enter the amounts from Appendix #4. Enter the amounts budgeted to pay payroll taxes, and employee benefits. Payroll taxes should include legally mandated payroll taxes for regular employees of the organization, including FICA and unemployment insurance tax. The amounts charged to the City must constitute an allocable percentage of salaries and wages.

<u>Total Personnel Costs:</u> A formula is embedded in the excel worksheet to automatically enter the sums of salaries, wages, payroll taxes, and employee benefits. Manual Calculation: provide a subtotal for Personnel costs in this section.

Operating Costs

<u>Contractual Services:</u> Enter the amount budgeted to pay the costs of services provided to the project through contractual agreements with organizations and individuals who are not regular employees, with the exception of the costs for conducting annual or special audits.

<u>Audit Costs:</u> Enter the amount budgeted to pay the costs of conducting annual or special audits of the organization. The amount budgeted to the City shall not exceed the proportion that the City contract revenue is of the total agency revenue budget.

<u>Consumable Supplies:</u> Enter the amount budgeted to pay the costs of supplies and equipment utilized by the project which have a price which does not exceed \$5,000 per unit.

<u>Telephone</u>: Enter the amount budgeted to pay for the costs of project telephone services, including installation, local service, and long-distance tolls.

<u>Postage and Shipping</u>: Enter the amount budgeted for project postage and shipping.

Occupancy

Rent: Enter the amount budgeted for space lease/rental costs allocable to the project.

<u>Utilities:</u> Enter the amount budgeted for the cost of project allocable electrical services, heating and cooling, sewer, water, and other utilities charged not otherwise included in rental or other charges for space.

Other: Enter the amount budgeted for other project allocable occupancy costs including the costs of security, janitorial services, elevator services, upkeep of grounds, leasehold improvements not exceeding \$5,000, and related occupancy costs not otherwise included in rental or other charges for space.

<u>Equipment Lease</u>: Enter the amounts budgeted for the purchase or lease of equipment allocable to the project

<u>Equipment Maintenance</u>: Enter the amount budgeted to maintain or repair existing agency equipment utilized in a funded project that is allocable to the project.

<u>Printing and Publications</u>: Enter the amount budgeted for the purchase and/or reproduction of project- printed materials, including the cost of photo-reproduction that is allocable to the project.

Travel Costs

<u>Local Travel</u>: Enter the amount budgeted for the costs of project travel within Bernalillo County, including costs for mileage reimbursement and/or allocable operating and maintenance costs of agency owned or hired vehicles use to provide transportation to staff or clients within Bernalillo County that is allocable to the project.

<u>Out-of-Town Travel</u>: Enter the amount budgeted for the costs of project travel outside of Bernalillo County, including costs for transportation, lodging, subsistence, and related expenses incurred by employees, board members, or clients who are in travel status on official business allocable to the project.

<u>Conferences, Meetings, etc.</u>: Enter the amount budgeted for the costs of registration and materials for staff, board, or clients attendance at meetings and conferences allocable to the project or for the costs of meetings conducted by the agency in connection with that contract.

<u>Direct Assistance to Beneficiaries</u>: Enter the costs budgeted for the payment of participant wages and benefits, stipends, food, clothing, and other goods and services purchased directly on behalf of clients funded in this project.

<u>Membership Dues</u>: Enter the amount budgeted to pay the costs of dues paid by the agency on behalf of staff, board members, or the agency itself to professional organization related to the purposes of the project.

<u>Equipment, Land, Buildings:</u> Enter the amount budgeted for the purchase of equipment, land, and for the acquisition or construction of buildings allocable to the project, the cost of which exceeds \$5,000. Costs charged to Equipment, Land, Buildings, or renovation capital costs must conform to Administrative Requirements

<u>Insurance</u>: Enter the amount budgeted to pay the costs of insurance, including bonding, allocable to the project.

<u>Fuel and Vehicle Maintenance</u>: Enter the amount budgeted to pay for fuel and maintenance not covered under local travel, i.e. fuel for a bus.

<u>Total Operating Costs:</u> A formula is embedded in the excel worksheet to sum the total. Manual calculation: Enter the sum of all line items under operating costs.

<u>Total Direct Costs:</u> A formula is embedded in the excel worksheet to sum the Total Personnel Costs and Total Operating Costs. Manual calculation: Enter the sum of Total Personnel Costs and Total Operating Costs.

<u>Indirect Costs:</u> Enter the amounts budgeted to pay indirect costs for the project. Costs charged to Indirect must conform to Administrative Requirements

<u>Total Program Expenses:</u> A formula is embedded in the excel worksheet to sum the total of Direct and Indirect Costs. Manual calculation: sum the Direct and Indirect Costs.

<u>Percent Requested:</u> A formula is embedded in the excel worksheet to calculate the Percent Requested. Manual Calculation: Divide City Funding Request in Column C by Project Total in Column B for each individual row. Display as a percentage with one decimal point (e.g. 33.3%).

APPENDIX #2: Expense Summary Form in Word

1.	. Applicant Agency:
2.	. Project Title:

Expenditure Category	Program Total	City Funding Requested	Percent Requested
Personnel Costs			
Salaries & Wages			
Payroll Taxes and Employee Benefits			
Total Personnel Costs			
Operating Costs Direct			
Operating Costs - Direct Contractual Services			
Audit Costs			
Consumable Supplies			
Telephone			
Postage and Shipping			
Occupancy			
a. Rent			
b. Utilities			
c. Other			
Equipment Lease			
Equipment Maintenance			
Printing & Publications			
Travel			
a. Local Travel			
b. Out of Town Travel			
Conferences, Meetings, Etc.			
Direct Assistance to Beneficiaries			
Membership Dues			
Equipment, Land, Buildings			
Insurance			
Fuel and Vehicle Maintenance			
Total Operating Costs			
Total Direct Costs			
(Personnel & Operating)			
Indirect Costs			
(%; attach Rate Letter)			
,			
TOTAL PROGRAM EXPENSES			

APPENDIX #3: Instructions for Revenue Summary Form Submit this form in EITHER Word (next page) OR Excel in Separate Attachment

For government revenues received by the agency, list each agency of the federal or state government providing funding in the column "Revenue Source."

Enter the anticipated revenues for the total agency budget from each of the listed funding sources in the column headed "Agency Total,"

A formula is embedded in the excel worksheet to calculate the "Percent of Agency Budget" subtotals and totals. Manual Calculation: Divide the Subtotal in Row 44, Row 48 and Row 53 in Column B by the Total in Row 54 in Column B. Display as a percentage with one decimal point (e.g. 33.3%).

Insert lines as needed being careful to check that formulas include the values entered in the additional lines.

Definitions:

Government Revenues

Fees from Government Agencies are funds paid to the Agency by a unit of Federal, State or local government for goods or services provided as a contractor other than Medicaid.

<u>Grants from Government Agencies</u> are funds paid to the agency as a recipient or sub-recipient by a unit of Federal, State or local government other than Medicaid.

[2 CFR Section 200.300 Subrecipient and contractor determinations sets forth the considerations in determining whether payments constitute a Federal award or a payment for goods or services provided as a contractor.]

<u>Medicaid Reimbursements</u> are funds paid to the agency as a result of billing Medicaid for reimbursable expenses for services to eligible clients.

<u>Revenues from State Government:</u> List each State Government Agency providing funding and the amount of funding in the fiscal year of this contract.

<u>Fees from State Government Agencies:</u> List each State Government Agency paying fees and the amount of projected fee income in the fiscal year of this contract.

Total Revenues from County Government: List each funded project on a separate line

Total Revenues from City Government: List each funded project on a separate line

<u>Total Revenues from Government Sources</u>: Formula is embedded. Manual calculation is a total of all federal, state and local funds.

Other Revenue means income to the agency from sources not falling into another category.

United Way Revenue

United Way Allocation means all funding provided by the United Way of Central New Mexico.

APPENDIX #3: Revenue Summary Form in Word

1. Applicant Agency:		
2. Proposal Title:		
Revenue Source	Agency Total	% of Agency Budget
Government Revenues		
Revenues from Federal Government other than Medicaid Reimbursement. (List each Agency of the Federal Government)		
Fees from Federal Government Agencies:		
Grants from Federal Government Agencies:		
Medicaid Reimbursements		
Subtotal Federal Agencies Revenues from State Government (List each Agency of the State Government providing funding and the amount of funding)		
Subtotal State Agencies		
Revenues from County Government		
Revenues from the City of Albuquerque		
Other Municipal Government Revenues TOTAL GOVERNMENT REVENUES FROM ALL SOURCES		
Other Revenue:		
Contributions		
United Way Revenue		
Other Revenue		
TOTAL OTHER REVENUES		

TOTAL REVENUES:

APPENDIX #4: Instructions for Program Budget Detail Form – Personnel Expenses Submit this form in EITHER Word (next page) OR Excel in Separate Attachment

- Section 1. Enter the name of the agency submitting the proposal.
- Section 2. Enter the project title as shown on the Proposal Summary and Certification form.
- Section 3. Use one line per staff member to list each individual staff working on the project. (Note that previous forms may have allowed more than one FTE per line). The following illustration is provided for guidance purposes to clarify instructions.

Sample Illustration

FTE	Position Title	Annual Salary	Amount	Percent		
on Program			Requested	Requested		
1.0	Case Manager	\$40,000	\$20,000	50%		
This individual	This individual is dedicated to our agency's program, however their salary is					
covered 50% by	y the City and 50°	% by other fundi	ng sources.			
.50	Case Manager	\$40,000	\$20,000	100%		
This individual	is split between t	this and another p	orogram. Their ha	alf time on this		
program is cove	ered 50% by the O	City and 50% by	another funding	source.		
.50	Case Manager	\$20,000	\$20,000	100%		
This individual	This individual works half time. They dedicate their time to this program, and the					
agency seeks 10	00% coverage by	City funds – no	other funding sou	irces		

- □ For the column labeled "Number FTE on Project", use one line per staff member to list each individual staff working on the project, regardless of funding source (e.g., if an FTE will spend half time on this City-funded project, insert .50).
- □ For the column labeled "Position Title," give the title of each position working on this project.
- □ For the column labeled "Annual Salary," enter the annual salary for the individual position (a change from previous forms that may have included multiple FTEs).
- □ For the column labeled "Amount Requested," enter the amount of funding requested from the City for the individual positions.
- □ For the column "Percent Requested," calculate by dividing the Amount Requested by the Annual Salary for this position.
- Section 4. Provide a sum of the columns for "Salaries Dedicated to This Project" and the "Amount Requested from the City". For the column "Percent Requested", calculate the percent requested by dividing the amount requested from the total salaries dedicated to this project.
- Section 5. Enter the total amount of payroll taxes and employee benefits for project salaries in the column labeled "Annual Salary," the "Amount Requested" from the City, and the percent of the total to the charged to the City.
- Section 6. Enter the sum of the lines 4 and 5 in the column's labeled "Annual Salary," and "Amount Requested." Enter the percentage of the total amount to be charged to the City.
- Section 7.Enter the percentage of salaries and wages charged to FICA, Unemployment Compensation, health insurance, retirement, and other employee benefits

City of Albuquerque Department of Family and Community Services APPENDIX #4: Project Budget Detail Form – Personnel Page 1 of ______

2. Project Title	:			
	: Use this form to identify all sal mmary Form. Add additional ro		and fringe benefits	shown on
Number FTE on Project	Position Title	Annual Salary	Amount Requested	Percent Requeste d
4. Salaries & W	Jagas			
	s & Employee Benefits*			
J. Faylon Taxes	s & Employee Belletits			

APPENDIX #5: Instructions for Program Budget Detail Form – Operating Expenses Submit this form in EITHER Word (next page) OR Excel in Separate Attachment

- 1. Enter the name of the agency.
- 2. Enter the program title.
- 3. For each operating cost line item on the Expense Summary Form <u>APPENDIX #2</u> Describe all elements included in the line item costs and indicate the basis used for determining the costs in the first column.

In the column headed "Program Total," enter the agency total program costs of the line item. In the column headed "Amount Requested," enter the amount requested from the City. In the column headed "Amount Other," enter the amount to be paid from other sources. In the column headed "Percent Requested," enter the percent of the total program expenditures requested from the City.

An illustration is provided below for guidance purposes:

	Program Total	Amount Requested	Amount Other	Percent Requested
Contractual Services		<u>-</u>		_
Contractor #1: 50% of Contractor 1 costs at \$150 per month for 12 months	\$900	\$450	\$450	50%
Travel				
Local Travel: 150 of miles/month * \$0.58/per mile * 12 months	\$1,044	\$1,044	\$0	100%
Direct Assistance to Beneficiaries				
Rental assistance for 50 clients at \$700 per month for 12 months	\$420,000	\$315,000	\$105,000	75%

- If cost is allocated, provide the allocation plan.
- For indirect cost line item, provide an explanation of basis for the indirect cost or an approved cost rate letter from cognizant Federal agency.
- Add rows and use additional sheets as necessary.

${\bf APPENDIX~\#5:\ Program\ Budget\ Detail\ Form-Operating\ Expenses-in\ Word}$

1. Applicant Agency:				
2. Proposal Title:				
3. Direct and Indirect Costs:				
Line Item and Basis (Non-Personnel) List all costs and assumptions in this area	Program Total	Amount Requested	Amount Other	Percent Requested
Contractual Services				
Total Contractual Services				
Audit Costs				
Consumable Supplies				
Telephone				
Postage and Shipping				
Occupancy				
a. Rent b. Utilities				
c. Other				
Equipment Lease/Purchase				
Equipment Maintenance				
Equipment Maintenance				

Printing & Publications		
Travel		
Conferences, Meetings, Etc.		
Direct Assistance to Beneficiaries		
Membership Dues		
Equipment, Land, Buildings		
Insurance		
Fuel and Vehicle Maintenance		
Total Operating		

(Add rows and use additional sheets if necessary)

- □ As applicable, attach cost allocation plan
 □ As applicable, attach explanation of basis for each indirect cost or an approved cost rate letter from cognizant Federal agency.

APPENDIX #6: Instructions for Budget Detail Form: Projected Drawdown Schedule Submit this form in EITHER Word (next page) OR Excel (online form)

The applicant must estimate the amount and percent of City funding it anticipates expending during each quarter of the fiscal year and the unit rate (if applicable).

- 1. Enter the appropriate Quarter Ending dates (e.g., September 30, December 31, March 31, June 30).
- 2. For each of the quarterly periods indicated, enter the amount of City funding the agency projects expending in the column headed "Amount to be Requested."
- 3. In the column headed "Percent of Total," enter the percentage of all City funds projected to be expended during the quarter.
 - If the applicant anticipates expending more than 25% of the total requested from the City in any one quarter, provide a brief explanation of these expenditures in the space provided.
- 4. <u>As applicable, if reimbursement will be based on a unit rate</u>, identify the per unit reimbursement rate for services to be provided, the unit basis (unduplicated client, hour, etc.) and the proposed number of annual units. Rate shall include any applicable taxes and shall constitute full and complete compensation for the successful applicant's services under this proposal.
 - If separate rates are required for services based on factors such as service location, service type or other factors, please provide a list of specific rates, one individual rate at a time, and explain in the Rate Justification section (5).
- 5. <u>As applicable</u>, if a reimbursement will be based on a unit rate, provide a rate justification. The intent of the justification is to tie together the budget with program activities and outcomes. To accomplish this, applicants should identify the basis used in establishing the reimbursement rate in context of the proposed services. Include the rationale used in developing cost components noted on the required budget forms. Additionally, indicate how the proposed reimbursement rate is necessary and reasonable to accomplish the program proposed in the narrative.

APPENDIX #6: Budget Detail Form: Projected Drawdown Schedule

Amount and percent of total requested funds on a quarterly basis:				
Quarter Ending	g Amount to be R	equested Percent of Total		
xplanation if any pro	ojected drawdowns exceed 25	% of the total requested funds:		
As applicable: <u>R</u>	eimbursement Rate – only app	plicable to unit of service contracts:		
		plicable to <i>unit of service</i> contracts:(hour, client, etc.)		
Rate: \$				
Rate: \$	per			

City of Albuquerque Department of Family and Community Services APPENDIX #7: Applicant Work Plan Summary - Instructions

The Work Plan requires activities to be aligned with outcomes and outputs must be specific and related to achieving the outcomes.

- 1. Enter the name of the agency.
- 2. Enter the project title, from the Proposal Summary and Certification form.
- 3. If the work summary is submitted as part of an initial Application (e.g. RFP Offer), check the box marked "new"; if it is submitted as a contract renewal application, check the box "renewal"; if it is submitted as part of a request for work program revision, check the box marked "revision."
- 4. Project Description: Please enter a brief description of the proposed services
- 5. Measurable Results:
 - A. Under the column headed "Major Project Services and Activities": enter the major activities/sub-activities to be undertaken through the project.
 - B. Under "Timeframe": enter the quarters in the fiscal year that these activities will be performed / services will be provided
 - C. Under "Outputs": For each listed activity, enter the measurable outputs of the task in the column headed "Outputs from Requested City Funds" with the number of people served/service units that match the requested City funding level and proposed budget allocation in Appendix #5. The expectation is that funding of service outputs are directly associated with the budget allocation and must not reflect funding from multiple sources per output.

Please separate different outputs associated with an activity in different rows.

- D. Under "Measurable Outcomes": insert the applicable measurable outcomes from Section 4.0.Multiple outcomes associated with an activity may be listed in one row.
- E. Under "Outcome Progress Indicator": insert a measurable indicator from Section 4.0 or other applicable, measurable indicators of progress to achieve outcomes.
- F. Under "Measurement Tool", enter the method /name of measurement tool you will use to collect data to report on outputs and progress to outcomes.

Applicants should not try to include every project activity, but should restrict entries to major activities for which measurable outputs and outcomes can be provided and for which they will be accountable if a contract is awarded.

Applicants may format the work plan in landscape orientation to improve readability and add additional pages as needed.

City of Albuquerque Department of Family and Community Services APPENDIX #7: Applicant Work Plan Summary

1. Agency Name:					
2. Project Title			3. Applicant T		
			□ New	□ Renewal □	Revised
4. Project Descri	ption:				
5. Measurable Results: List the major project tasks/activities, the outputs for each that will be associated with City funds only, outcomes, outcome indicators and measurement tools					
Major Project Services/ Activities Outputs from Requested City Funds Outcomes Progress Indicator					Measurement Tool(s)

(Format as Landscape and use additional sheets as necessary)

City of Albuquerque Department of Family and Community Services APPENDIX #8: Representations and Certifications

The undersigned HEREBY GIVE ASSURANCE THAT:

The Applicant agency named below will comply and act in accordance with all federal laws and Executive Orders relating to the enforcement of civil rights, including but not limited to, Federal Code, Title 5, USCA 7142, Sub-Chapter 11, Anti-discrimination in Employment, and Executive Order number 11246, Equal Opportunity in Employment; and

That the Applicant agency named below will comply with all New Mexico State Statutes and City Ordinances regarding enforcement of civil rights; and

That no funds awarded as a result of this request will be used for sectarian religious purposes, as specified in the *Administrative Requirements for Contracts Awarded Under the City of Albuquerque*, *Department of Family and Community Services*, § 10 (E)(2), that: (a) there shall be no religious test for admission for services; (b) there shall be no requirement for attendance of religious services; (c) there shall be no inquiry as to a client's religious preference or affiliations; (d) there shall be no proselytizing; and (e) services provided shall be essentially secular, however, eligible activities, as determined by the fund source, and inherently religious activities may occur in the same structure so long as the religious activity is voluntarily and separated in time and/or location.

Date:	
	Date:

City of Albuquerque Department of Family and Community Services APPENDIX #9: Attachments on File

Instructions: If an Applicant has received a social services contract from the Department of Family and Community Services within the past 12 months and submitted the required attachments, it is not necessary to resubmit the attachments if there has been no change in the information requested. If the documents currently on file with the City remain current, check the box marked current. If there has been any change in status of documents currently on file (e.g. changes in board members, organizational structure, etc.) check the box marked "Revised Attached" and submit the revised document with the project proposal.

Document	Current	Revised Attached
Certificate of Non-Profit Incorporation		
Articles of Incorporation		
Current By-Laws		
Applicable Licenses		
Listing of Current Board Members		
Current Organization Chart		
Travel Reimbursement Policies (if Applicable)		
A (' D1' ' 1D 1		
Accounting Policies and Procedures		
Personnel Policies and Procedures		
reisonner Foncies and Flocedules		
Conflict of Interest Statement		
Connet of interest statement		
New Mexico Certificate of Good Standing		
The Mexico Continence of Good Standing		
Job Descriptions / Résumés of Key Personnel		
Agency's Most Recent Audit		

City of Albuquerque Department of Family and Community Services APPENDIX #10: Drug Free Workplace Requirement Certification Form

The agency certifies that it will provide a drug-free workplace by:

- 1. Publishing a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited in the agency's workplace, and specifying the actions that will be taken against employees for violation of such prohibition;
- 2. Establishing a drug-free awareness program to inform employees of:
 - a. The dangers of drug abuse in the workplace;
 - b. The agency's policy of maintaining a drug-free workplace;
 - c. Any available drug counseling, rehabilitation, and employee assistance programs; and
 - d. The penalties that may be imposed upon employees for drug abuse violations occurring in the workplace.
- 3. Making it a requirement that each employee to be engaged in the performance of an agreement with the City be given a copy of the agency's drug-free workplace statement.
- 4. Notifying each employer that as a condition of employment under the City's agreement, that employee will:
 - a. Abide by the terms of the agency's drug-free workplace statement, and
 - b. Notify the employer of any criminal drug statute conviction for a violation occurring in the workplace, no later than five (5) days after such conviction.
- 5. Notifying the City of Albuquerque, Department of Family and Community Services within ten (10) days after receiving an employee notice or otherwise receiving actual notice of an employee drug statute conviction for a violation occurring in the workplace.
- 6. Taking one of the following actions within thirty (30) days of receiving notice of an employee's drug statute conviction for a violation occurring in the workplace:
 - a. Taking appropriate personnel action against such an employee, up to and including termination; or
 - b. Requiring such employee to participate satisfactorily at a drug abuse assistance or rehabilitation program approved for such purposes by a Federal, State or local health, law enforcement, or other appropriate agency; and
- 7. Making a good faith effort to continue to maintain a drug-free workplace through the implementation of the above requirements.
- 8. The agency also certifies that the agency's drug-free workplace requirements will apply to all locations where services are offered under the agreement with the City of Albuquerque. Such locations are identified as follows:

Street Address:	City:
State: Zip:	E-mail:
Typed Name of Authorized board Official:	Title:
Signature of Authorized Board Official	Date Signed

City of Albuquerque Department of Family and Community Services APPENDIX #11: Debarment, Suspension, Ineligibility and Exclusion Certification

I certify that the agency has not been debarred, suspended or otherwise found ineligible to receive funds by any agency of the executive branch of the federal government.

I further certify that should any notice of debarment, suspension, ineligibility or exclusion be received by the agency, the City of Albuquerque, Department of Family and Community Services will be notified immediately.

Agency:	
Typed Name of Authorized Board Official	Title:
Signature of Authorized Board Official	Date Signed:

City of Albuquerque Department of Family and Community Services APPENDIX #12: Certification of Receipt of Administrative Requirements

The undersigned HEREBY CERTIFY THAT:

- 1. The agency/organization has received and reviewed a copy of the *Administrative*Requirements for Contracts Awarded Under the City of Albuquerque, Department of Family
 and Community Services, as revised and effective July 1, 2019; and
- 2. The agency/organization named below will adhere to these *Administrative Requirements* in its operation of City-funded programs; and
- 3. The *Administrative Requirements* are shared and accessible to all relevant staff.

Agency/Organization Name:	
Typed Name of Authorized Board Official	Typed Name of Executive Director
Signature	Signature
Date:	Date:

City of Albuquerque Department of Family and Community Services APPENDIX #13: Certification of Compliance with Federal Funding Requirements

The undersigned HEREBY GIVE ASSURANCE THAT:

If the percentage of federal funds that makes up the total program or project costs is greater than 0%, the Applicant agency named below will specifically comply and act in accordance with all applicable federal law governing programs receiving federal funds, including but not necessarily limited to:

- 1. Age Discrimination Act of 1975, prohibiting discrimination on the basis of age. 45 CFR Part 91.
- 2. Civil Rights Act of 1964 (Title VI), providing that no person in the United States will, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination. 45 CFR Part 80.
- 3. Education Amendments of 1972 (Title IX of the Education Amendments of 1972, 20 U.S.C. 1681, 1682, 1683, 1685, and 1686), providing that no person in the United States will, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity. 45 CFR Part 86.
- 4. Rehabilitation Act of 1973 (Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. 794, as amended, providing that no otherwise qualified handicapped individual in the United States will, solely by reason of the handicap, be excluded from participation in, be denied the benefits of, or be subjected to discrimination.
- 5. USA Patriot Act (amending 18 U.S.C. 175-175c), prescribing criminal penalties for possession of any biological agent, toxin, or delivery system of a type or in a quantity that is not reasonably justified by a prophylactic, protective, bona fide research, or other peaceful purpose. The act also establishes restrictions on access to specified materials. "Restricted persons," as defined by the act, may not possess, ship, transport, or receive any biological agent or toxin that is listed as a select agent.
- 6. Public Health Security and Bioterrorism Preparedness and Response Act, provides protection against misuse of select agents and toxins, whether inadvertent or the result of terrorist acts against the US homeland, or other criminal act. 42 U.S.C. 262a; 42 CFR Part 73.
- 7. Controlled Substances Act provides that grantees are prohibited from knowingly using appropriated funds to support activities that promote the legalization of any drug or other substance included in Schedule I of the schedule of controlled substances established by Section 202 of the Controlled Substances Act, 21 U.S.C. 812. This limitation does not apply if the recipient notifies the GMO that there is significant medical evidence of a therapeutic advantage to the use of such drug or other substance or that federally sponsored clinical trials are being conducted to determine therapeutic advantage.
- 8. Limited English Proficiency. Recipients of federal financial assistance must take reasonable steps to ensure that people with limited English proficiency have meaningful access to health and social services and that there is effective communication between the service provider and individuals with limited English proficiency. Title VI of the Civil Rights Act of 1964.
- 9. Construction-Related Requirements
 - a. Architectural Barriers Act of 1968 (as amended 42 U.S.C. 4151 et seq.) sets forth requirements to make facilities accessible to, and usable by, the physically handicapped and include minimum design standards. All new facilities designed or constructed with HHS grant support must comply with these requirements. 41 CFR 102-76; 36 CFR 1191.
 - b. Clean Air and Clean Water Act provides for the protection and enhancement of the quality of the nation's air resources to promote public health and welfare and for restoring and maintaining the chemical, physical, and biological integrity of the nation's waters. 42 U.S.C. 7606 and EO 11738.
 - c. Safe Drinking Water Act provides for the protection of underground sources of drinking water that have an aquifer, which is the sole source of drinking water. No grant may be entered into for any project that the EPA Administrator determines may contaminate such aquifer.

10. Health, Safety, and Related Requirements

- a. HHS funds may not be spent for an abortion.
- b. Funds appropriated for HHS may not be used to carry out any program of distributing sterile needles or syringes for the hypodermic injection of any illegal drug.
- c. Standards for Privacy of Individually Identifiable Health Information (the Privacy Rule) implements the Health Insurance Portability and Accountability Act (HIPAA) of 1996, 42 U.S.C. 1320d et seq., which governs the protection of individually identifiable health information. The Privacy Rule is administered and enforced by HHS's OCR and is codified at 45 CFR Parts 160 and 164. The Privacy Rule applies only to covered entities.
- d. Confidentiality of Patient/Client Records. Section 543 of the PHS Act, 42 U.S.C. 290dd-2, requires that records of substance abuse patients be kept confidential except under specified circumstances and purposes. The covered records are those that include the identity, diagnosis, prognosis, or treatment of any patient maintained in connection with any program or activity relating to substance abuse education, prevention, training, treatment, rehabilitation, or research that is conducted, regulated or directly or indirectly assisted by any department or agency of the United States. 42 CFR Part 2.
- e. Drug Free Workplace Act of 1988, requires that all organizations receiving grants from any federal agency agree to maintain a drug free workplace. The recipient must notify the awarding office if any employee of the recipient is convicted of violating a criminal drug statute. 42 U.S.C. 701 et seq.; 45 CFR Part 82.
- f. Pro-Children Act imposes restrictions on smoking in facilities where federally funded children's services are provided. The Act specifies that smoking is prohibited in any indoor facility (owned, leased, or contracted for) used for the routine or regular provision of kindergarten, elementary, or secondary education or library services to children under the age of 18. In addition, smoking is prohibited in any indoor facility or portion of a facility (owned, leased or contracted for) used for the routine or regular provision of federally funded health car, day care, or early childhood development. 20 U.S.C. 7183.

Agency Name	
Typed Name of Authorized Board Official:	
Title:	
Signature:	Date:

City of Albuquerque Department of Family and Community Services

APPENDIX #14: Vendor Preference Form and Instructions

 $\frac{https://www.cabq.gov/dfa/documents/vendor-documents/vendor-preference-affidavit-of-eligibility.pdf/@@download/file/vendor-preference-affidavit-of-eligibility.pdf}$

Instructions for PREFERENCE CERTIFICATION FORM

For City Local, Small, or Pay Equity Preferences and/or State Resident Business and Veteran Preferences (Goods & Services)

ALL INFORMATION MUST BE PROVIDED. A 5% Small Business Preference, a 5% Local Business Preference, a 5% State Resident Business Preference, a 5% Pay Equity Preference and/or a 5% State Resident Veteran Business Preference (collectively the latter two, "State Preference") are available for this procurement. To qualify, an Offeror MUST complete and submit this Preference Certification Form WITH ITS PROPOSAL. For a Pay Equity Preference, the City Pay Equity Business Certificate MUST be attached. For State Preference the New Mexico State certification of eligibility MUST be attached. If a Proposal is received without this Preference Certification Form and any required certifications attached, completed, signed and certified, or if this Preference Certification Form is received without the required information, the preference shall not be applied. NO FORM SHALL BE ACCEPTED AFTER THE DEADLINE FOR RECEIPT OF BIDS OR PROPOSALS.

PHYSICAL LOCATION MUST BE STATED. To qualify for the Small business or Local Business Preference, a business must have its principal office and place of business in the Greater Albuquerque Metropolitan Area. The business location identified on the Preference Certification Form must be a physical location, street address or such. **DO NOT** use a post office box or other postal address.

PREFERENCE CERTIFICATION FORM MUST BE COMPLETED BY PRINCIPAL OFFEROR. This Preference Certification Form must be completed for the Principal Offeror, or one of the Principal Offerors if the Offeror is a joint venture or partnership, or by an individual authorized to sign for the Offeror. Subcontractors of the Offeror shall not be used to qualify a Proposal for a preference and should not complete or submit the Form.

APPLICATION OF PREFERENCES. The State Resident Business Preference or State Resident Veteran Business Preference shall be applied to any Proposals submitted that include a valid, State of New Mexico-issued, Resident Business or Resident Veteran Business Certification Number. The Small Business Preference, and the Local Business Preference shall be applied to all Proposals submitted by eligible small businesses. The local preference only will be applied to all Proposals submitted by eligible local businesses which are not small businesses. The Pay Equity Preference shall be applied to all Proposals submitted that include a City Pay Equity Business Certificate. The total percentage of all preferences awarded shall not exceed ten percent (10%).

DEFINITIONS. The following definitions apply:

- o The Greater Albuquerque Metropolitan Area includes all locations within the City of Albuquerque and Bernalillo County.
- o A Local Business is a business with its Principal Office and Place of Business in the Greater Albuquerque Metropolitan Area.
- o A Small Business is a Local Business that employs an average of fewer than fifty (50) full-time employees in a calendar year. The calendar year immediately prior to the request for the preference should be used.
- o A Principal Office is the headquarters, main or home office of the business as identified in tax returns, business licenses and other official business documents.
- A Place of Business' location in the Greater Albuquerque Metropolitan Areas that is staffed and open to the public on a regular basis.
- o A full-time employee is an employee of the business who is hired to work at least forty (40) hours per week, whether in a permanent, temporary or seasonal status. If all full-time employees of the business are hired to work a shorter work week, the Chief Procurement Officer may reduce this requirement, upon receipt of adequate documentation.
- o Pay Equity Preference shall be applicable as provided in City Ordinance 5-5-31 (as amended by C/S O-17-33).
- State Resident Business and State Resident Veteran Business shall be applicable as provided in 13-1-21 NMSA 1978.

ADDITIONAL DOCUMENTATION. If requested, a business shall provide, within three (3) working days of receipt of the request, documentation to substantiate the information provided on the Preference Certification Form. The Chief Procurement Officer shall determine the sufficiency of such documentation.

NO PREFERENCES SHALL BE APPLIED IF FEDERAL FUNDS ARE USED.





APPENDIX #15: FOR DEMONSTRA		epartment of Finance and Administrative Services 7. DOWNLOAD
SECTION 1: CONTACT INFORMATION	AND TAXPAYER IDEN	ITIFICATION NUMBER
NAME (as shown on your income tax return). Name is required on this line; do no	t leave this line blank.	
BUSINESS NAME/ disregarded entity name, if different from above.		
BOSINESS NAME/ disregarded entity frame, if different from above.		
PRIMARY ADDRESS (number, street, and apt or suite no)	REMITTANCE ADDRE	r, street, and a t) raine no)
CITY, STATE, and ZIP CODE	REMITTANA CITY, STATE, and	\$ 6.00
PHONE	(E) A) ADDRESS	and the
SOCIAL SECURITY NUMBER OR EMPLOY IDE	IFICATION VI N 3LB	lexico CRS TAX ID (if applicable)
TAX CLASSIFICATION (check only one)	dille	EXEMPTIONS (codes apply to certain entities, not individuals; see instructions)
INDIVIDUAL/SOLE PROPRIETOR or single-mery LL C COP OF	ATTEN SOCPORATION	EXEMPT PAYEE CODE (if any)
PARTNERSHIP 17/ES	ГАТЕ	
LIMITED LIABILITY COMPA	s=S Corporation, P=Partnership)	EXEMPTION FROM FATCA REPORTING CODE (if any)
Note: For a single-member LLC that is distregard a, do not shall be check	the appropriate box in the line above	
for the tax classification of the single-member own		
102	EE INSRUCTIONS)	
SECTION 2:	CERTIFICATION	
 Under penalties Erjury, I certify the The number shown on this form is my correct taxpayer identification numbers 	nber (or I am waiting for a number to be	e issued to me); and
I am not subject to backup withholding because: (a) I am exempt from that I am subject to backup withholding as a result of a failure to report all ir	backup withholding, or (b) I have not I	been notified by the Internal Revenue Service (IRS)
withholding; and 3. I am a U.S. citizen or other U.S. person (defined in the instructions); and		,
The FATCA code(s) entered on this form (if any) indicating that I am exe Certification Instructions. You must cross out item 2 above if you have bee	empt from FATCA reporting is correct.	currently subject to backup withholding because of
underreporting interest or dividends on your tax return. For real estate transactions property, cancellation of debt, contributions to an individual retirement arrangement	, item 2 does not apply. For mortgage	interest paid, acquisition or abandonment of secured
to sign the certification, but you must provide your correct TIN.	and (INA), and generally, payments our	er man interest and dividends, you are not required
The Internal Revenue Service does not require your consent to any provision	on this document other than the cer	tifications required to avoid backup withholding.
SIGNATURE of U.S. person	DATE	
PRINT NAME	TITLE	
SECTION 3: BUSINESS DEMOGRAPI	HICS (PLEASE CHECK	ALL THAT APPLY)

Local Business - Maintains its principal office and place of business within the Greater Albuquerque Metropolitan Area (City of Albuquerque or Bernalillo County) and ownership resides 51% here.

Doing Business Locally - <u>Does not maintain its principal office here</u>, but maintains a storefront in the Greater Albuquerque Area and employs one or more Albuquerque residents.

Woman Owned Business - at least 51% owned and controlled by one or more women, in the case of a publicly-owned business, at least 51% of the stock of which is owned by one or more women.

MBE - Minority Business Enterprise Owned (at least 51% owned and controlled by one or more racial/ethnic minorities or, in the case of a publiclyowned business, at least 51% of the stock of which is owned by one or more

None of the Categories Apply

Not a local business

If your business is minority owned, please specify the race/ethnicity of minority owner(s). Check all that apply:

American Indian or Alaska Native

Black or African American

Hispanic

Native Hawaiian or Other Pacific Islander

Two or more races

White

	PURCHASE ORDERS (COMPLETE ONLY IF YO	OU ACCEPT POs)
INVOICE SUBMISSION □Electronic – Transcepta	Provide a "Remit to" Email Address:	PO (Contact Information, Full Name and Position)
□Electronic - Email	Provide an "Order From" Email Address:	

<u>Form is provided for information purposes only. Please download and fill out the form at this website:</u>

https://www.cabq.gov/dfa/documents/modified-w9-supplier-form-2018.pdf

Section 1- Supplier Information

Information on how to fill-out Section 1 can be found at: https://www.irs.gov/pub/irs-pdf/fw9.pdf

Section 2 - Business Demographics

- A. Select all for which the business has self-certified or for which it believes it is eligible.
- B. The Greater Albuquerque Metropolitan Area includes all locations within the City of Albuquerque and Bernalillo County.
- C. A local business is a business with its principal office and place of business in the Greater Albuquerque Metropolitan Area.
- D. A principal office is the main or home office of the business as identified in tax returns, business licenses and other official business documents.
- E. A place of business is a location where the business conducts its daily operations, for the general public, if applicable.
- F. Minority is defined to include Hispanic Americans, Black Americans, Native Americans, Asian-Pacific Americans, Asian-Indian Americans, Female, or belonging to groups found to be economically and socially disadvantaged by the U.S. Small Business Administration.

The State of New Mexico and the U.S. Federal Government have their own certification programs. State of New Mexico Certifications Include: State Resident Business; State Resident Contractor; Resident Veteran Business; and Resident Veteran Contractor. More information can be found at:

http://www.tax.newmexico.gov/Businesses/in-state-veteran-preference-certification.aspx

Federal Certifications include: SBE (Small Business Enterprise with SBA); MBE (Minority Business Enterprise); WBE (Women Business Enterprise); VOSB (Veteran-Owned Small Business). More information can be found at: www.sba.gov

Section 3- Purchase Order Acceptance

- A. To obtain purchase orders and procurement contracts electronically, suppliers must provide a current e-mail address.
- B. Transcepta, is an electronic purchase order and invoicing system that delivers purchase orders from the City to suppliers and in turn, receives inbound invoices, purchase order acknowledgements and advance shipping notices from City suppliers. Transcepta also provides a portal for suppliers to check document processing. To participate in Transcepta follow the instructions at http://connect.transcepta.com/abq/

APPENDIX #16: Disclosure of Lobbying Activities (Instructions)

INSTRUCTIONS FOR COMPLETION OF SF-LLL, DISCLOSURE OF LOBBYING ACTIVITIES

This disclosure form shall be completed by the reporting entity, whether subawardee or prime Federal recipient, at the initiation or receipt of a covered Federal action, or a material change to a previous filing, pursuant to title 31 U.S.C. section 1352. The filing of a form is required for each payment or agreement to make payment to any lobbying entity for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with a covered Federal action. Complete all items that apply for both the initial filing and material change report. Refer to the implementing guidance published by the Office of Management and Budget for additional information.

- 1. Identify the type of covered Federal action for which lobbying activity is and/or has been secured to influence the outcome of a covered Federal action.
- 2. Identify the status of the covered Federal action.
- Identify the appropriate classification of this report. If this is a followup report caused by a material change to the information previously reported, enter the year and quarter in which the change occurred. Enter the date of the last previously submitted report by this reporting entity for this covered Federal action.
- 4. Enter the full name, address, city, State and zip code of the reporting entity. Include Congressional District, if known. Check the appropriate classification of the reporting entity that designates if it is, or expects to be, a prime or subaward recipient. Identify the tier of the subawardee, e.g., the first subawardee of the prime is the 1st tier. Subawards include but are not limited to subcontracts, subgrants and contract awards under grants.
- If the organization filing the report in item 4 checks "Subawardee," then enter the full name, address, city, State and zip code of the prime Federal recipient. Include Congressional District, if known.
- Enter the name of the Federal agency making the award or loan commitment. Include at least one organizationallevel below agency name, if known. For example, Department of Transportation, United States Coast Guard.
- 7. Enter the Federal program name or description for the covered Federal action (item 1). If known, enter the full Catalog of Federal Domestic Assistance (CFDA) number for grants, cooperative agreements, loans, and loan commitments.
- 8. Enter the most appropriate Federal identifying number available for the Federal action identified in item 1 (e.g., Request for Proposal (RFP) number; Invitation for Bid (IFB) number; grant announcement number; the contract, grant, or loan award number; the application/proposal control number assigned by the Federal agency). Include prefixes, e.g., "RFP-DE-90-001."
- For a covered Federal action where there has been an award or loan commitment by the Federal agency, enter the Federal amount of the award/loan commitment for the prime entity identified in item 4 or 5.
- 10. (a) Enter the full name, address, city, State and zip code of the lobbying registrant under the Lobbying Disclosure Act of 1995 engaged by the reporting entity identified in item 4 to influence the covered Federal action.
 - (b) Enter the full names of the individual(s) performing services, and include full address if different from 10 (a). Enter Last Name, First Name, and Middle Initial (MI).
- 11. The certifying official shall sign and date the form, print his/her name, title, and telephone number.

According to the Paperwork Reduction Act, as amended, no persons are required to respond to a collection of information unless it displays a valid OMB Control Number. The valid OMB control number for this information collection is OMB No. 0348-0046. Public reporting burden for this collection of information is estimated to average 10 minutes per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the Office of Management and Budget, Paperwork Reduction Project (0348-0046), Washington, DC 20503.

City of Albuquerque

Department of Family and Community Services

APPENDIX #16: Disclosure of Lobbying Activities FILLABLE PDF CAN BE DOWNLOADED AT

https://www.gsa.gov/Forms/TrackForm/33144

DISCLOSURE OF LOBBYING ACTIVITIES

Approved by OMB 0348-0046

Complete this form to disclose lobbying activities pursuant to 31 U.S.C. 1352 (See reverse for public burden disclosure.)

1. Type of Federal Action: 2. Status of Federal Action: 3. Report Type: a. bid/offer/application a. initial filing a. contract b. grant b. initial award b. material change c. cooperative agreement c. post-award For Material Change Only: d. loan year _____ quarter _ date of last report e. loan guarantee f. loan insurance 4. Name and Address of Reporting Entity: 5. If Reporting Entity in No. 4 is a Subawardee, Enter Name Subawardee and Address of Prime: Tier _____, if known: Congressional District, if known: 4c Congressional District, if known: 6. Federal Department/Agency: 7. Federal Program Name/Description: CFDA Number, if applicable: ___ 8. Federal Action Number, if known: 9. Award Amount, if known: 10. a. Name and Address of Lobbying Registrant b. Individuals Performing Services (including address if (if individual, last name, first name, MI): different from No. 10a) (last name, first name, MI): 11. Information requested through this form is authorized by title 31 U.S.C. section 1352. This disclosure of lobbying activities is a material representation of fact upon which reliance was placed by the tier above when this transaction was made or entered into. This disclosure is required pursuant to 31 U.S.C. 1352. This Signature: Print Name: __ information will be available for public inspection. Any person who fails to file the required disclosure shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure. Title: ____ Telephone No.: _ Date: _ Authorized for Local Reproduction Federal Use Only: Standard Form LLL (Rev. 7-97)

City of Albuquerque
Department of Family and Community Services
APPENDIX #17: Pay Equity Reporting Form PE10-249
Download Form and Instructions: https://www.cabq.gov/womens-pay-equity-task-force

Company name: Mailing address line 1: Mailing address line 2: City, state, zip code: Phone: E-mail address: FEIN number: EAN number: SUPPLIER ID: Job Category 1.1 Exeo/Senior Level Officials/Mgrs 1.2 First/Mid Level Officials/Mgrs 2. Professionals 3. Technicians 4. Sales Workers 5. Office and Admin. Support 6. Craft Workers (Skilled) 7. Operatives (Semi-Skilled) 7. Operatives (Semi-Skilled) 8. Laborers (Unskilled) 9. Service Workers Total # Job Categories Total # Female Only Job Categories Total # Female (all categories) Total # Females (all categories) Total # Females (all categories) Total # Males (all categories)
Mailing address line 2: City, state, zip code: Phone: E-mail address: FEIN number: EAN number: SUPPLIER ID: Job Category 1.1 Exec/Senior Level Officials/Mgrs 1.2 First/Mid Level Officials/Mgrs 2 - Professionals 3 - Technicians 4 - Sales Workers 5 - Office and Admin. Support 6 - Craft Workers (Skilled) 7 - Operatives (Semi-Skilled) 8 - Laborers (Unskilled) 9 - Service Workers Total # Female Only Job Categories Total # Females (all categories) Total # Females Total # Females Total # Part Time Females
Mailing address line 2: City, state, zip code: Phone: E-mail address: FEIN number: EAN number: SUPPLIER ID: Job Category 1.1 Exec/Senior Level Officials/Mgrs 1.2 First/Mid Level Officials/Mgrs 2 - Professionals 3 - Technicians 4 - Sales Workers 5 - Office and Admin. Support 6 - Craft Workers (Skilled) 7 - Operatives (Semi-Skilled) 9 - Service Workers Total # Job Categories Total # Females Only Job Categories Total # Females (all categories) Total # Part Time Females Total # Part Time Females Total # Males (all categories)
City, state, zip code: Phone: E-mail address: FEIN number: EAN number: SUPPLIER ID: Job Category 1.1 Exec/Senior Level Officials/Mgrs 1.2 FirstMild Level Officials/Mgrs 2 - Professionals 3 - Technicians 4 - Sales Workers 5 - Office and Admin. Support 6 - Craft Workers (Skilled) 7 - Operatives (Semi-Skilled) 8 - Laborers (Unskilled) 9 - Service Workers Total # Female Only Job Categories Total # Female (all categories) Total # Part Time Females Total # Part Time Females Total # Males (all categories)
E-mail address: E-M number: EAN number: SUPPLIER ID: Job Category 1.1 Exec/Senior Level Officials/Mgrs 1.2 First/Mid Level Officials/Mgrs 2 - Professionals 3 - Technicians 4 - Sales Workers 5 - Office and Admin. Support 6 - Craft Workers (Skilled) 7 - Operatives (Semi-Skilled) 8 - Laborers (Unskilled) 9 - Service Workers Total # Job Categories With No Employees Total # Female Only Job Categories Total # Females (all categories) Total # Part Time Females Total # Males (all categories)
FEIN number: EAN number: SUPPLIER ID: Job Category 1.1 Exec/Senior Level Officials/Mgrs 1.2 First/Mid Level Officials/Mgrs 2 - Professionals 3 - Technicians 4 - Sales Workers 5 - Office and Admin. Support 6 - Craft Workers (Skilled) 7 - Operatives (Semi-Skilled) 8 - Laborers (Unskilled) 9 - Service Workers Total # Job Categories With No Employees Total # Famale Only Job Categories Total # Pant Time Females Total # Pant Time Females Total # Pant Time Females Total # Males (all categories)
EAN number: SUPPLIER ID: Job Category 1.1 Exec/Senior Level Officials/Mgrs 1.2 First/Mid Level Officials/Mgrs 2 - Professionals 3 - Technicians 4 - Sales Workers 5 - Office and Admin. Support 6 - Craft Workers (Skilled) 7 - Operatives (Semi-Skilled) 8 - Laborers (Unskilled) 9 - Service Workers Total # Job Categories With No Employees Total # Female Only Job Categories Total # Females (all categories) Total # Part Time Females Total # Males (all categories)
SUPPLIER ID: Job Category 1.1 Exec/Senior Level Officials/Mgrs 1.2 First/Mid Level Officials/Mgrs 2. Professionals 3. Technicians 4. Sales Workers 5. Office and Admin. Support 6. Craft Workers (Skilled) 7. Operatives (Semi-Skilled) 8. Laborers (Unskilled) 9. Service Workers Total # Job Categories With No Employees Total # Female Only Job Categories Total # Females (all categories) Total # Part Time Females Total # Males (all categories)
Job Category 1.1 Exec/Senior Level Officials/Mgrs 1.2 First/Mid Level Officials/Mgrs 2 - Professionals 3 - Technicians 4 - Sales Workers 5 - Office and Admin. Support 6 - Craft Workers (Skilled) 7 - Operatives (Semi-Skilled) 8 - Laborers (Unskilled) 9 - Service Workers Total # Job Categories With No Employees Total # Female Only Job Categories Total # Female (all categories) Total # Part Time Females Total # Malec (all categories)
1.1 Exec/Senior Level Officials/Mgrs 1.2 First/Mid Level Officials/Mgrs 2. Professionals 3. Technicians 4. Sales Workers 5. Office and Admin. Support 6. Craft Workers (Skilled) 7. Operatives (Semi-Skilled) 8. Laborers (Unskilled) 9. Service Workers Total # Job Categories With No Employees Total # Female Only Job Categories Total # Female (all categories) Total # Part Time Females Total # Part Time Females Total # Males (all categories)
1.2 First/Mid Level Officials/Mgrs 2. Professionals 3. Technicians 4. Sales Workers 5. Office and Admin. Support 6. Craft Workers (Skilled) 7. Operatives (Semi-Skilled) 8. Laborers (Unskilled) 9. Service Workers Total # Job Categories With No Employees Total # Female Only Job Categories Total # Female (all categories) Total # Part Time Females Total # Part Time Females Total # Males (all categories)
2 - Professionals 3 - Technicians 4 - Sales Workers 5 - Office and Admin. Support 6 - Craft Workers (Skilled) 7 - Operatives (Semi-Skilled) 8 - Laborers (Unskilled) 9 - Service Workers Total # Job Categories With No Employees Total # Female Only Job Categories Total # Females (all categories) Total # Part Time Females Total # Males (all categories)
3 - Technicians 4 - Sales Workers 5 - Office and Admin. Support 6 - Craft Workers (Skilled) 7 - Operatives (Semi-Skilled) 8 - Laborers (Unskilled) 9 - Service Workers Total # Job Categories With No Employees Total # Female Only Job Categories Total # Females (all categories) Total # Part Time Females Total # Males (all categories) Total # Males (all categories) Total # Males (all categories)
4 - Sales Workers 5 - Office and Admin. Support 6 - Craft Workers (Skilled) 7 - Operatives (Semi-Skilled) 8 - Laborers (Unskilled) 9 - Service Workers Total # Job Categories With No Employees Total # Female Only Job Categories Total # Females (all categories) Total # Females (all categories) Total # Part Time Females Total # Males (all categories) Total # Males (all categories)
5 - Office and Admin. Support 6 - Craft Workers (Skilled) 7 - Operatives (Semi-Skilled) 8 - Laborers (Unskilled) 9 - Service Workers Total # Job Categories With No Employees Total # Female Only Job Categories Total # Females (all categories) Total # Females (all categories) Total # Females (all categories) Total # Males (all categories) Total # Males (all categories) Total # Males (all categories)
6 - Craft Workers (Skilled) 7 - Operatives (Semi-Skilled) 8 - Laborers (Unskilled) 9 - Service Workers Total # Job Categories With No Employees Total # Female Only Job Categories Total # Females (all categories) Total # Females (all categories) Total # Females (all categories) Total # Males (all categories) Total # Males (all categories) Total # Males (all categories)
7 - Operatives (Semi-Skilled) 8 - Laborers (Unskilled) 9 - Service Workers Total # Job Categories With No Employees Total # Female Only Job Categories Total # Females (all categories) Total # Females (all categories) Total # Part Time Females Total # Males (all categories) Total # Males (all categories) Total # Males (all categories)
8 - Laborers (Unskilled) 9 - Service Workers Total # Job Categories With No Employees Total # Female Only Job Categories Total # Females (all categories) Total # Females (all categories) Total # Part Time Females Total # Males (all categories) Total # Males (all categories)
9 - Service Workers Total # Job Categories With No Employees Total # Female Only Job Categories Total # Females (all categories) Total # Full Time Females Total # Part Time Females Total # Males (all categories) Total # Males (all categories)
Total # Job Categories With No Employees Total # Female Only Job Categories Total # Females (all categories) Total # Full Time Females Total # Part Time Females Total # Males (all categories)
Total # Female Only Job Categories Total # Male Only Job Categories Total # Females (all categories) Total # Full Time Females Total # Part Time Females Total # Males (all categories)
Total # Male Only Job Categories Total # Females (all categories) Total # Full Time Females Total # Part Time Females Total # Males (all categories)
Total # Females (all categories) Total # Full Time Females Total # Part Time Females Total # Males (all categories)
Total # Full Time Females Total # Part Time Females Total # Males (all extensions)
Total # Part Time Females 0 Total # Males (all extensives)
Total # Full Time Males 0
Total # Part Time Males 0
Total # Employees 0
Female % Workforce
Male % Workforce
Calculated Weighted Average Gap N/A
Must be signed by the principal executive of the company:
Signature certifies that all employees working in New Mexico are included, the data is for the current calendar year, and
any challenges to your information may require you to get third party verification at your own expense.
Name and title, printed Signature Date submitted